

Policy Status: Approved



Policy and Procedure Resource Database

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Approved By:	Mink,Randall M.	Revision # :	665

Policy:

PURPOSE

HEALTHSOUTH has a vital interest in maintaining a safe and healthful environment for its employees and patients; an environment free from the use of illegal and non-prescription drugs or unauthorized use of prescription drugs. This interest extends to the consumption of alcoholic beverages as well. Being under the influence of drugs or alcohol on the job poses serious safety and health risks, not only to the user but also to all who come in contact with the user.

RULES

Employees will be subject to discipline, up to and including immediate termination, for violation of the following rules:

1. The distribution, sale, purchase, use or possession of illegal or non-prescribed narcotics, hallucinogenic drugs, marijuana or other controlled substances or the unauthorized use of prescription drugs is prohibited while on Company property or during work hours.
2. The distribution, sale, purchase or consumption of alcoholic beverages is similarly prohibited while on Company property subject to the following exceptions:
 - Alcoholic beverages may be consumed, in moderation, during Company-related business meals, business meetings or other business activities.
 - Alcoholic beverages may be consumed, in moderation, during appropriate Company-sponsored events on Company premises (e.g., a facility open house, an awards dinner, etc.) only with the prior written approval of the Corporate Risk Management.

In all situations of this nature, the employee is fully responsible for the choice to consume alcoholic beverages, for doing so in moderation and in conformance with appropriate business etiquette, and for avoiding behavior which could embarrass the individual and/or the Company. The employee should never operate a vehicle on company business or engage in other job responsibilities when under the influence of alcohol when doing so would be unsafe or when alcohol use could cause the employee to test at or above a state's "legal limit" for vehicle operation.

3. The distribution, sale, purchase, use or possession of equipment, products and materials which are used, intended for use, or designed for use with intoxicants, non-prescribed narcotics, hallucinogenic drugs, marijuana or other non-

prescribed controlled substances while on Company property or during work hours is prohibited.

4. Reporting to or being at work with a measurable quantity of intoxicants, non-prescribed narcotics, hallucinogenic drugs, marijuana or other non-prescribed controlled substances in blood or urine is prohibited. However, as noted above, if the employee elects to consume alcohol at a business meal or other Company-sponsored event, the employee is fully responsible for doing so in moderation being able to perform his/her job responsibilities and for maintaining proper professional decorum at all times.

5. Reporting to or being at work under the influence or with a measurable quantity of prescribed or over-the-counter narcotics or drugs in blood or urine or use of prescribed or over-the-counter narcotics or drugs where in the opinion of the Company such use prevents the employee from performing the duties of his or her job poses a risk to the safety of the employee or other persons or property is prohibited.

6. Any employee who has been arrested or charged with a violation of any federal or state drug or alcohol statute or with any other crime involving the possession, use or distribution of drugs or alcohol must notify the Company of the arrest or charge within five days of such arrest or charge.

7. Adherence to the Company's policy on drugs and alcohol is a condition of employment for all employees of the facility. All employees are required to sign an acknowledgement form and consent to this policy.

8. Failure or refusal to cooperate with any aspect of the policy including, but not limited to, refusal to sign forms consenting to drug testing or the refusal to submit to a urine or blood sample for testing to determine use of, or impairment by, a controlled substance or intoxicant will result in disciplinary action up to and including discharge.

POST-OFFER TESTS

All offers of employment with the Company will be conditioned upon the successful completion of a pre-employment drug test. Once a conditional offer has been made, refusal to submit to a drug test or testing positive will result in withdrawal of the offer of employment. A candidate who tests positive on a post-offer drug test will not be eligible for employment consideration again for a period of one year.

POST-EMPLOYMENT TESTS

An employee may be required to undergo a blood test or urinalysis test under any of the following circumstances:

1. When there is reason to believe in the opinion of the Company that an employee is under the influence of intoxicants, non-prescribed narcotics, hallucinogenic drugs, marijuana or other non-prescribed controlled substances or that an employee has a measurable quantity of such substances in his/her blood or urine while on Company property or during work hours. A "reasonable belief" means a good faith belief, based upon objective circumstances, which would cause any reasonable and prudent person to suspect that the employee is in violation of this policy.

2. After the occurrence of a reported work-related injury/illness or accident while on Company property or during work hours, when there is reason to believe in the opinion of the Company that the injured employee or any other employee involved in an accident is under the influence or has a measurable quantity of intoxicant, non-prescribed narcotics, hallucinogenic drugs, marijuana or other non-prescribed substances in their blood or urine. To the extent allowed by State Workers' Compensation laws or the Texas Responsible Employee Safety & Health Plan, benefits may be denied in whole or in part to an employee who refuses to submit to or cooperate with a blood or urine test or has a positive drug or alcohol test following an accident.

3. On a random basis.

4. During any physical examination or during any medical treatment provided or required by the Company.

5. Employees who have been on leave of absence, rehired after layoff, or for any other reason have not worked for the Company in the twelve weeks preceding their return to work date, must successfully complete a drug test prior to being allowed to return to work.

SEARCHES

Where there is reason to believe, in the opinion of the Company, that an employee is under the influence, or is in possession of any intoxicants, non-prescribed narcotics, hallucinogenic drugs, marijuana or other non-prescribed controlled substances or equipment, products or materials which are used, intended for use or designed for use with such substances, the Company may request that the employee submit to a search by Company representatives of his/her person and/or property (including lockers, desks, cabinets, closets and vehicles brought onto Company premises).

TESTING PROCEDURES

1. Employees will be required to sign the Company's consent forms.
2. Employees will be required to sign the chain of custody forms provided by the testing laboratory.
3. Employees may disclose any medication, whether prescribed or over-the-counter, they have been taking on the chain of custody forms.
4. The Company will use a laboratory for testing under this policy which meets the scientific and technical guidelines for drug testing programs which are in effect at the time tests are conducted.
5. Any laboratory used by the Company for testing under this policy will use a second test, gas chromatography/mass spectrometry (GC/MS), to confirm any specimen identified as positive on the initial test. Only specimens confirmed positive will be reported to a Medical Review Officer ("MRO") as a positive result. An employee may request within five days at his own expense to have a second confirmatory test conducted by a certified laboratory on the untested portion of the original specimen.
6. All positive drug tests will be verified by a MRO. Only those tests which are verified as positive by the MRO will be reported as positive to the Company. If the MRO determines there is a legitimate medical explanation for the positive test result, the MRO shall report the test result to the Company as negative.

PRESCRIPTION OR NON-PRESCRIPTION MEDICATIONS

Employees, and applicants who have been extended a conditional offer, taking legally prescribed drugs or over-the-counter medications should disclose this use prior to testing. A confidential consent form requesting information concerning prescriptive or over-the-counter drugs will be provided to each employee or conditional offer applicant prior to testing.

CONFIDENTIALITY

Testing and test results will be handled confidentially with disclosure of results provided only to those individuals with a business need to know. Upon request, employees will be provided a copy of test results. All test results should be maintained in a confidential file separate from the employee's personnel file.

DRUG-FREE AWARENESS EDUCATION PROGRAM

Each HEALTHSOUTH facility is responsible for conducting an education and training program to inform employees about the dangers of drug and alcohol abuse, the indicators of drug and alcohol abuse, the Company's policy of maintaining a drug-free workplace, the availability of community drug counseling and rehabilitation resources, and the penalties that may be imposed for violation of the policy. The names, addresses and telephone numbers of community drug and alcohol counseling and rehabilitation programs can be obtained from the Company. In addition, the Company will maintain and make available to employees a current resource file of community drug counseling and rehabilitative

resources, mental health providers, and various other persons, entities or organizations designed to assist employees with personal or behavioral problems.

SUPERVISOR TRAINING

Supervisory personnel will receive additional training on the conduct, behavior and indicators of drug and alcohol abuse. Supervisory personnel will also be trained in the guidelines and administration of the policy.

DISCIPLINE

An employee who voluntarily seeks assistance for drug or alcohol use prior to being requested to submit to a drug or alcohol test may be placed on unpaid temporary leave or other applicable leave consistent with federal law while participating in a rehabilitation program. An employee in need of assistance with a drug or alcohol abuse problem is encouraged to seek professional assistance. If an employee fails to successfully complete a substance abuse program when recommended during a professional evaluation, that employee may be subject to discipline up to and including discharge consistent with state and federal law. After successful completion of the program, an employee will be allowed to return to work consistent with the Company leave policy. Such an employee must agree to testing periodically thereafter consistent with state and federal law .

An employee who refuses to submit immediately upon request to a search of his or her person or property or to a blood test, or urinalysis, or who otherwise is in violation of this policy is subject to disciplinary action up to and including immediate dismissal. In addition, an employee who refuses to submit immediately upon request to a blood test or urinalysis or tests positive following a work-related injury may forfeit benefits, in accordance with applicable workers' compensation laws or the Texas Responsible Employee Safety & Health Plan.

POLICY ADDENDUMS

Certain locations have rules and requirements different than those presented in the Policy pursuant to state, county, city or local laws. These requirements are outlined in the form of an addendum and are thereby incorporated into the content of the Drug and Alcohol Policy. The Addendums apply only to the locations for which the addendum is intended and was developed. The applicable Addendums are to be distributed to the employees as part of the normal Policy distribution whether during an education program, a posting, and when an applicant is given a copy of the Policy when completing the employment application. If an Addendum has not been developed for a particular location then the Policy applies as written.

INTERPRETATIONS

The Company property covered by this policy includes property of any nature owned, controlled or used by the Company, including parking lots, offices, desks, lockers and vehicles. Nothing in this policy alters the fact that employees are employed for an indefinite period and that either the employee or the Company may terminate such employment with or without cause at any time for any reason. Neither this policy nor any related policies, practices or guidelines are employment contracts or parts of any employment contract. Due to the nature of the Company's operations and possible need to accommodate individual situations, the provisions of this policy or of any related policies, practices or guidelines may not apply to every employee in every situation. The Company reserves the right to rescind, modify or deviate from this or any other policy, practice or guideline as it considers necessary in its sole discretion, either in individual or Company-wide situations with or without notice. A list of substances to be tested for is available upon request from the Company. This list is subject to change by the Company without prior employee notification.

California ADDENDUM

1. Post-Offer Tests: Testing is limited to safety-sensitive positions which are those employees with direct patient care or access to controlled substances.
2. Post-Employment Tests: Random testing is limited to safety-sensitive positions which are those employees with direct patient care or access to controlled substances.

3. The first sentence of the Discipline section is revised to include the following sentence:

An employee who voluntarily seeks assistance for drug or alcohol use prior to being requested to submit to a drug or alcohol test may be placed on leave consistent with applicable law while participating in a rehabilitation program.

Canadian (Ontario and Quebec)

ADDENDUM

Rules

There are no changes for Canada to the Rules section of HEALTHSOUTH's Drug and Alcohol Policy. However, where required by federal or provincial law, a copy of this policy statement and the corporate Drug and Alcohol Policy will be distributed or available to employees in French.

Post Offer Tests

HEALTHSOUTH does not conduct post-offer drug testing in Canada.

Post-Employment Tests

Only paragraphs 1 and 2 of the Company's corporate Drug and Alcohol Policy section concerning post-employment testing apply in Canada. Paragraphs 3, 4 and 5 concerning random drug testing, testing as a routine part of any physical examination or medical treatment provided or required by the Company, and testing following an extended absence or gap in employment do not apply and are not part of HEALTHSOUTH's policy in Canada.

Searches

Company officials are not permitted to conduct searches of employees' persons or property in Canada pursuant to the Drug and Alcohol Policy. Where permitted by Canadian federal and provincial law and HEALTHSOUTH policy, company officials may conduct searches for other reasons.

Discipline

Any and all disciplinary actions taken against Canadian employees pursuant to the Drug and Alcohol Policy will be consistent with this addendum and with Canadian federal and provincial law rather than United States federal and state law. No employee is subject to any disciplinary action for refusing to consent to a search of his or her person or belongings based on this Drug and Alcohol Policy. Employees may, consistent with Canadian federal and provincial law, be asked to submit to searches for other reasons and may be subject to appropriate discipline for refusing to comply with a legal and valid request.

Employees discharged pursuant to this policy will, or will not, receive severance pay in conformity with Canadian federal and provincial law. HEALTHSOUTH's policy is that an employee who is discharged for violating this policy is discharged for cause and is not entitled to any severance or separation benefit other than that which may be required by law.

City of Boulder, CO

ADDENDUM

1. All references to random testing and testing after a leave of absence located in the Post-Offer Tests Section of the Policy do not apply.

2. Paragraph 4 of the Post-Employment Tests Section of the Policy, which relates to testing during any physical

examination provided or required by the Company does not apply.

3. Under the Testing Procedures Section of the Policy, the following additional language is applied:

All employees have the right to obtain a copy of all records and to submit written information explaining the results of a positive drug test.

Connecticut
ADDENDUM

1. The Post-Offer Tests Section of the Policy is modified to include the following statement:

Any former employee who reapplies for employment with the Company, and is otherwise eligible for re-hire, does not have to submit to a post-offer test as long as their employment ended no longer than 12 months prior to re-applying or becoming re-employed.

2. The Post-Employment Tests Section of the Policy is revised to state that random testing will not be conducted except as authorized under Federal Law, or if the employee serves in a high risk or safety sensitive position.

3. The paragraph in the Post-Employment Tests Section which provides for testing during any Company physical is deleted.

Iowa
ADDENDUM

1. All references to random testing are deleted.

2. Paragraphs 1, 2 and 5 of the Post-Employment Test Section of the Policy are revised as follows:

- Paragraph 1 - "Reasonable belief" means when (1) There is probable cause to believe the employee is impaired; (2) The impairment presents a danger to the safety of the employee, other employees, the public or property of the Company; or (3) The impairment constitutes a violation of a known company rule.
- Paragraph 2 - Post-Accident testing will only be conducted if the Company has a reason to believe as defined in Paragraph 1 of this section that the employee was impaired at the time of the accident.
- Paragraph 5 - This paragraph relating to testing following a leave of absence is deleted.

3. Under the Drug Free Awareness Education Program Section of the Policy, a new paragraph is inserted which reads as follows:

HEALTHSOUTH will provide evaluation, and treatment if recommended by the evaluation for an individual who tests positive for drugs, the first time and employee's drug test indicates the presence of alcohol or a controlled substance. Disciplinary action will not be taken against an employee due to the employee's drug involvement the first time the employee's test indicates the presence of alcohol or drugs, if the employee successfully completes substance abuse treatment.

Maine
ADDENDUM

The provisions set forth in this addendum are applicable to all HealthSouth facilities located in the State of Maine. In the event of any conflict between the Drug and Alcohol Policy and a provision set forth in this Addendum, the language of the Addendum shall control.

It is important to HEALTHSOUTH that all employees fully understand this policy. If you have any questions about what the policy means, how it applies to you, or any other aspect of the policy you should contact Randy Mink, Group Vice

President of Risk Management, HealthSouth Corporation at (205) 970-3404 or you may submit your question in writing to Mr. Mink at:

One HealthSouth Parkway, Birmingham, Alabama 35243.

Post-Offer Tests

The Company will provide a copy of this policy to any applicant who is asked to submit to a test.

Notice

All applicants will be notified at the time of application that all employment offers are contingent upon passing a substance abuse test.

Post-Employment Testing

The Company will not conduct post-employment testing. Accordingly, all provisions in the policy which relate to post-employment testing should be disregarded.

Testing Procedures

The testing procedures are set forth below. The Company adheres to the Urine Specimen Collection Procedures Guidelines for Transportation Workplace Drug Testing Programs (49 C.F.R. Part 40).

Collections

All samples will be collected in an approved LabCorp collection site and supervised by a trained collector. No applicant will be required to remove any clothing for the purpose of collecting a urine sample, except that he or she may be required to leave any personal belongings other than clothing and any unnecessary coat, jacket, or similar outer garments outside the collection area. No applicant will be required to provide a urine sample while being observed, directly or indirectly.

Security

Drug testing laboratories will be secure at all times. They will have in place sufficient security measures to control access to the premises and to ensure that no unauthorized personnel handle specimens or gain access to the laboratory process or to areas where records are stored. Access to these secured areas will be limited to specifically authorized individuals whose authorization is documented. With the exception of personnel authorized to conduct inspections on behalf of Federal agencies for which the laboratory is engaged in urine testing or on behalf of DHHS, all authorized visitors and maintenance and service personnel will be escorted at all times. Documentation of individuals accessing these areas, dates, and time of entry and purpose of entry will be maintained.

Chain of Custody

Laboratories will use chain of custody procedures to maintain control and accountability of specimens from receipt through completion of testing, reporting of results during storage, and continuing until final disposition of specimens. The date and purpose shall be documented on an appropriate chain of custody form each time a specimen is handled or transferred and every individual in the chain shall be identified. Accordingly, authorized technicians will be responsible for each urine specimen or aliquot in their possession and will sign and complete chain of custody forms for those specimens or aliquots as they are received. The chain-of-custody block of the drug testing custody and control form will be properly executed by authorized collection site personnel upon receipt of specimens. Handling and transportation of urine specimens from one authorized individual or place to another will always be accomplished through chain of custody procedures. Since specimens and documentation are sealed in shipping containers that would indicate any tampering during transit to the laboratory and couriers, express carriers, and postal service personnel do not have access to the chain of custody forms, there is no requirement that such personnel document chain of custody for the shipping container during transit. Nor is there a requirement that there be a chain of custody entry when a specimen which is sealed in such a shipping container is put into or taken out of secure storage at the collection site prior to pickup by such personnel. This means that the chain of custody is not broken, and a test will not be canceled, because couriers, express carriers, postal service personnel, or similar persons involved solely with the transportation of a specimen to a laboratory, have not

documented their participation in the chain of custody documentation or because the chain of custody does not contain entries related to putting the specimen into or removing it from secure temporary storage at the collection site. Every effort will be made to minimize the number of persons handling specimens.

Receiving

(a) When a shipment of specimens is received, laboratory personnel will inspect each package for evidence of possible tampering and compare information on specimen bottles within each package to the information on the accompanying chain of custody forms. Any direct evidence of tampering or discrepancies in the information on specimen bottles and the employer's chain of custody forms attached to the shipment shall be immediately reported to the employer and shall be noted on the laboratory's chain of custody form which shall accompany the specimens while they are in the laboratory's possession. If the split sample method is used, and the laboratory observes that the split specimen is untestable, inadequate, or unavailable for testing, the laboratory shall nevertheless test the primary specimen. The laboratory will not inform the MRO or the employer of the untestability, inadequacy, or unavailability of the split specimen until and unless the primary specimen is a verified positive test and the MRO has informed the laboratory that the employee has requested a test of the split specimen.

(b) If the split sample collection method is used, the laboratory shall log in the split specimen, with the split specimen bottle seal remaining intact. The laboratory will store this sample securely. If the result of the test of the primary specimen is negative, the laboratory may discard the split specimen. If the result of the test of the primary specimen is positive, the laboratory shall retain the split specimen in frozen storage for 60 days from the date on which the laboratory acquires it (see paragraph (h) of this section). Following the end of the 60-day period, if not informed by the MRO that the employee has requested a test of the split specimen, the laboratory may discard the split specimen.

(c) When directed in writing by the MRO to forward the split specimen to another DHHS-certified laboratory for analysis, the second laboratory shall analyze the split specimen by GC/MS to reconfirm the presence of the drug(s) or drug metabolite(s) found in the primary specimen. Such GC/MS confirmation shall be conducted without regard to the cutoff levels of § 40.29(f). The split specimen shall be retained in long-term storage for one year by the laboratory conducting the analysis of the split specimen (or longer if litigation concerning the test is pending.)

Short-term refrigerated storage

Samples will be stored before testing in such a manner as to inhibit deterioration of the sample. Specimens that do not receive an initial test within 7 days of arrival at the laboratory shall be placed in secure refrigeration units. Temperatures shall not exceed 6°C. Emergency power equipment shall be available in case of prolonged power failure.

Specimen processing

Laboratory facilities for urine drug testing will normally process specimens by grouping them into batches. The number of specimens in each batch may vary significantly depending on the size of the laboratory and its workload. When conducting either initial or confirmatory tests, every batch shall contain an appropriate number of standards for calibrating the instrumentation and a minimum of 10 percent controls. Both quality control and blind performance test samples shall appear as ordinary samples to laboratory analysts.

Applicant's option to retest

At the request of the applicant at the time a sample is taken, the Company will segregate a portion of the sample for that person's own testing. Within five days after notice of the test result is given to the applicant, the applicant must notify the Company of the testing laboratory selected. The notice should be directed to Randy Mink, Group Vice President of Risk Management, HealthSouth Corporation at (205) 970-3404 or you may submit notice in writing to Mr. Mink at One HealthSouth Parkway, Birmingham, Alabama 35243. When the Company receives notice of the applicant's selection, the employer shall promptly send the segregated portion of the sample to the named testing laboratory, subject to the same chain of custody requirements applicable to testing of the employer's portion of the sample. The applicant will pay the cost of these tests. Payment for these tests may not be required earlier than when notice of the choice of laboratory is given to the employer.

Appeals Process

Any applicant who receives a confirmed positive result may appeal and contest the accuracy of the result by giving notice to Randy Mink, Group Vice President of Risk Management, HealthSouth Corporation at One HealthSouth Parkway, Birmingham, Alabama 35243, (205) 970-3404 within ten days that they wish to contest the result. The notice does not have to be in any particular form, but must communicate clearly: (1) that the employee has tested positive for a prohibited substance, (2) what the substance was, (3) the date on which the employee received notice that he or she had tested positive, and (4) that the employee wishes to contest the result. Any notice containing at least these four pieces of information will be sufficient and considered in the proper form. The appeal will take place before the Administrator of the facility, or, in his or her absence, a supervisor designated by the Administrator. During this meeting, the applicant will have the opportunity to explain any unusual circumstances surrounding his or her positive test result, and HealthSouth may reconsider its decision if in the Company's sole discretion the circumstances warrant.

Collection facility and laboratory

The collection facilities are listed below. After the samples are collected they are properly stored and sent to a laboratory for testing. The laboratory used for testing for all facilities in Maine is Lab Corp 1904 Alexander Druve Research Triange Park, NC 27709.

Substances tested

HealthSouth will only test for the substances listed in this Paragraph. The first number in parentheses after each substance indicates the threshold for a reportable test result on the initial screening, and the second number indicates the threshold detection level for the confirmatory test: amphetamines/methamphetamines (300 ng/mL, 300 ng/mL); barbiturates (300 ng/mL, 300 ng/mL); cannabinoids in urine (100 ng/mL, 20 ng/mL); cannabinoids in blood (10 ng/mL, 10 ng/mL); benzodiazepines (300 ng/mL, 200 ng/mL); cocaines and/or metabolites (300 ng/mL, 150 mg/mL); phencyclidine (25 ng/mL, 25 ng/mL); opiates (300 ng/mL, 300 ng/mL); methaqualone (300 ng/mL, 300 ng/mL); methadone (300 ng/mL, 300 ng/mL); alcohol (0.08 g/100mL, 0.02 g/100mL).

Positions tested

Applicants for all positions at all Maine facilities listed in addendum item 17 (immediately below) are subject to this policy.

Facilities Listing and Testing Sites

Facility	Site to use:
03010100-Portland,ME 335 Brighton Ave. Unit 201	Labcorp 222 Auburn Street Suite 204 Portland,ME 04103 Tel# 207-878-0810
03060400-Waterville,ME 30 Chase Ave.	Workplace Health Service DBA Mid Main Med Center 30 Chase Avenue Waterville,ME 04901 Tel# 207-872-4260

03061500-Biddeford,ME
One Medical Center Drive

Labcorp
222 Auburn Street
Suite 204
Portland,ME 04103
Tel# 207-878-0810

03062900-Caribou,ME
163 Van Buren Road

Pines Occupational Health
74 Access Highway
Caribou,ME 04736
Tel# 207-492-6240

04016400-Bangor,ME
12 Stillwater Avenue

Healthworks
900 Broadway Bldg 3
Bangor,ME 04401
Tel# 207-262-1830

04016401-Winterport,ME
775 North Main Street

Healthworks
900 Broadway Bldg 3
Bangor,ME 04496
Tel# 207-262-1830

042023900-Brunswick,ME
12 Industrial Pkwy

Labcorp
222 Auburn Street
Suite 204
Portland,ME 04103
Tel# 207-878-0810

04131900-Falmouth,ME
5 Bucknam Road, Suite 1F

Labcorp
222 Auburn Street
Suite 204
Portland,ME 04103
Tel#207-878-0810

04133300-Portland,ME

Labcorp

33 Sewall Street

222 Auburn Street
Suite 204
Portland,ME 04103
Tel# 207-878-0810

04133301-Windham,ME
584 Roosevelt Trail

Labcorp
222 Auburn Street
Suite 204
Portland,ME 04103
Tel# 207-878-0810

04133302-Portland,ME
1 City Center

Labcorp
222 Auburn Street
Suite 204
Portland,ME 04103
Tel# 207-878-0810

04135200-Springvale,ME
462 Main Street Suite 1

Labcorp
Old Rollinsford Road
Suite 102
Dover,NH 03820
Tel# 603-749-1788

04153300-Auburn,ME
690 Minot Ave Suite Two

EMSI
475 Pleasant Street
Suite Z
Lewiston,ME 04240
Tel# 800-371-3674

New Jersey
ADDENDUM

1. Pursuant to the Collective Bargaining Agreement currently in affect, any addendums are outlined in the agreement.

Massachusetts
ADDENDUM

1. Under the Post-Employment Section of the Policy, random testing will be limited to those individuals in safety-sensitive positions.

Maryland
ADDENDUM

1. The following paragraph replaces the applicable section under the Testing Procedures Section:

Employees, and applicants, receiving a positive test result may request independent testing of the same sample for verification of the initial test result. Any such independent testing must be performed by a laboratory which is approved/certified pursuant to applicable Maryland law and will be at the cost of the employee or applicant.

Minnesota
ADDENDUM

1. Under the Post-Employment Tests Section of the Policy, all references to random testing are revised to apply only to individuals in safety-sensitive positions.

2. Paragraph 4 of the Policy states that drug testing will take place as part of a routine physical is revised to provide that employees will be given two weeks advance notice prior to testing.

3. Paragraph 5 relating to testing following a leave of absence is deleted from the Policy.

4. The following paragraph is added in the Discipline Section:

Employees who receive a confirmed positive test for the first time will be required to undertake a treatment program at their own expense or as covered under the employee benefit plan. Refusal to participate or complete the treatment program will result in immediate dismissal. A second confirmed positive result following completion of a treatment program will result in immediate dismissal.

Montana
ADDENDUM

1. Post-Offer: This provision is modified to apply to applicants for safety-sensitive or ultrahazardous positions.

2. Post-Employment: Requirements for all random and periodic announced tests are deleted.

New Jersey (Except New Jersey Rehabilitation Hospital)
ADDENDUM

1. Random testing will be conducted only for those employees working in safety-sensitive positions.

North Carolina
ADDENDUM

1. Any employee who receives a confirmed positive test result may have a re-test, at the employee's own expense, as long as the re-test is conducted within 5 days of receiving notification of a confirmed positive test result.

Oklahoma
ADDENDUM

1. An Employee Assistance Program is available for employees who are subject to tests under the Policy.

Rhode Island
ADDENDUM

1. Post-Employment Tests: The section's pertaining to random drug testing, testing incidental to routine physicals, and testing upon return to work following a 12 week or more absence are deleted.

2. Testing Procedures: This section is amended to include a provision that employee¿s can request a retest at the employer¿s expense and will be given a opportunity to explain the test results.

Vermont

ADDENDUM

1. All testing required as part of the Post-Offer and Post-Employment testing sections is deleted.

West Virginia

ADDENDUM

1. Post-Employment Test: Policy paragraphs requiring a test during any physical examination or after a twelve week leave of absence are deleted.

2. Post-Employment Test: Random testing will only be conducted upon employees with direct patient care responsibilities or employees in safety sensitive positions.

Guidelines:

None Specified.


Procedures:

None Specified.

Related Policies:

None specified.

Applicable Forms:

 [pol665forms.doc](#) 39936 1/4/2005 8:49:25 AM WordPad Document

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Prepared by: RMM

Approved by: BOH

LAST MODIFIED BY: Jordan,Kathy L.

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