

Pre and Post-crash Testing for Medical Marijuana

Dear NETS Members

November 3, 2011

Attached is a PDF with responses to a question from Bill Windsor (Nationwide) concerning medical marijuana.

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Responses follow Bill's question.

Thank you to those of you who provided responses.

Please contact me if you have any questions or suggestions.

Yours truly,

Jack

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QUESTION

There are 16 states that have now passed medical marijuana laws and many others are beginning to consider this issue. As a result, drugged driving crashes are on the rise. Can we poll members on how they are dealing with drug testing related to medical marijuana both pre and post-crash?

Bill Windsor
Nationwide
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	RESPONSES	HOW ARE COMPANIES DEALING WITH DRUG TESTING RELATED TO MEDICAL MARIJUANA BOTH PRE AND POST-CRASH?
1	Anonymous	<p>This is limited to US.</p> <p>I checked with our Global Health contact and we are not accepting medical marijuana use at this time (pre-placement testing). The associate would not be hired.</p> <p>We don't perform routine post- crash testing unless authorities are involved at the scene.</p>
2	AstraZeneca Mary Rose mary.rose@astrazeneca.com	<p>Drug testing of an AstraZeneca employee is not covered by our motor vehicle safety policy. Instead, it is covered by a substance abuse policy administered by our Occupational Health Department. That policy does not specifically require drug testing due to a collision incident. Drug testing is a pre-employment requirement. For employees it could be conducted randomly or it may be conducted because of suspicion that the individual is under the influence of drugs/alcohol while conducting business. The substance abuse policy does not specifically require drug screening after a collision event. But, if a driver is cited for a DUI/DWI, the Substance Abuse Policy does require that individual to be triaged by our employee assistance program management company. If the results of that counseling session determine the employee requires substance abuse treatment, the employee's medical needs take precedence and any discipline resulting from a DUI/DWI event is not undertaken until the employee is cleared to return to work.</p>
3	Merck Bob Holman robert_holman@merck.com	<p>Under both our general substance abuse and motor vehicle policy, we prohibit the use of substances that can cause impairment when operating a motor vehicle regardless of whether the substance in question is prescribed.</p>
4	GSK Evelyn Roberts evelyn.j.roberts@gsk.com	<p>See response from Eddie Ange below. Eddie handles DOT compliance for GSK drivers and vehicles.</p> <p>GSK has a policy that strictly prohibits driving while impaired by alcohol or drugs; however, the Pharma fleet drivers are not tested</p>

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		for drugs either pre or post-accident.
5	Roche Diagnostics, Canada Francine Seguin francine.seguin@roche.com	In Canada, testing for drugs is very touchy and needs to be approached with caution. It is better to leave it with law enforcement.
6	sanofi-aventis Tom Cosentino Thomas.Cosentino@sanofi-aventis.com	<p>We only do drug testing for pre-employment screen and as part of our "Last Chance" program. The Last Chance program is for employees who have received a citation for a DUI/DWI which a committee deems is eligible to participate in the program. The employee must comply with a strict set of requirements, one of which is random drug testing during work hours. In the first case, if a potential employee tested positive in a pre-employment screen, they would not be hired, and if they tested positive as part of the last chance program, they would be terminated.</p> <p>Our Road Safety Policy states: "Driving a fleet vehicle while under the influence of alcohol or drugs is prohibited by anyone at any time." Employees are instructed that this includes prescription and over the counter drugs that may hinder their ability to drive.</p> <p>We have not had to address the medical marijuana issue yet, so I cannot relate an example of enforcement.</p>

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