

Drug Testing and Prescription Medications

Dear NETS Members,

February 4, 2011

Amy Lokken of Coca-Cola submitted a question concerning testing for prescription medications. Her full question is below.

Responses follow Amy's question.

Thank you to those of you who provided responses.

Please contact me if you have any questions or suggestions.

Yours truly,

Jack

J. M. Hanley
Executive Director
Network of Employers for Traffic Safety
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Question

When doing drug testing - do you test for any prescription medications?

If **yes**, please also answer the following:

- When do you test (at hire, post accident, random, etc)?
- Do you test all positions or just those that you deem safety sensitive?
- Which medications do you test for?
- If someone is found to test non-negative on a prescription medication, what action do you take?

If **no**, please answer the following:

- Are you considering implementing prescription medication drug testing in the future?

Thank you

Amy Lokken

Director of Safety, NABU, Office 770-989-3224 Cell 404-861-2110 Alokken@coca-cola.com **Please note new email address**

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Drug Testing and Prescription Medications

	RESPONSES	Testing for Prescription Medications
1	AstraZeneca Mary Rose mary.rose@astrazeneca.com	We do new hire testing for marijuana, opiates, cocaine, amphetamines, and PCP. Since opiates can be found in prescription drugs like Tylenol with codeine, amphetamines can be found in prescription diet pills and attention deficit disorder medication, and medical marijuana is legal in at least 15 states. So you could say that we test for several prescription drugs.
2	Forest Deb Burns DBurns@forestpharm.com	Forest does not test for prescription drugs. Drug testing is handled by the Human Resources Department, not the Fleet Department.
3	Land O'Lakes Don Schultz DWSchultz@landolakes.com	Answer is No. Not considering at this time.
4	Roche Diagnostics Francine Seguin francine.sequin@roche.com	In Canada, we cannot do such tests unless we have serious reasons to believe someone is consuming.
5	sanofi-aventis Tom Consentino Thomas.Cosentino@sanofi-aventis.com	When doing drug testing - do you test for any prescription medications? We test for: <ul style="list-style-type: none"> • <u>Amphetamines</u> • <u>Cocaine</u> • <u>Cannabinoids</u> • <u>Opiates</u> • <u>Phencyclidine</u> If yes, please also answer the following: <ul style="list-style-type: none"> · When do you test (at hire, post accident, random, etc)? New hires: We test after the candidate has accepted our offer, but before start date. We do not test for prescription medications, specifically. However, we do check for illegal substances. From time to time, prescriptions do come up and we have to make sure that the candidate has a prescription for the high doses or specific prescribe product Random for employees in the DUI program.

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		<ul style="list-style-type: none"> · Do you test all positions, or just those that you deem safety sensitive? All positions · Which medications do you test for? <p>The DUI program does not test specifically for prescription medication. We do a Drug screen for amphetamines, cannabin, cocaine, opiates and phencyclidine.</p> <ul style="list-style-type: none"> · If someone is found to test non-negative on a prescription medication, what action do you take? <p>Once the lab completes its testing, if there is a positive result of any substance on the five panel drug screen, it is sent to a Medical Review Officer. If the MRO determines that it may be part of a prescribed medication, he/she will contact the candidate and ask them to provide the documentation of positive reaction.</p> <ul style="list-style-type: none"> · Do you test all positions, or just those that you deem safety sensitive? · Which medications do you test for? · If someone is found to test non-negative on a prescription medication, what action do you take? <p>If no, please answer the following:</p> <ul style="list-style-type: none"> · Are you considering implementing prescription medication drug testing in the future? No
6	<p>ServiceMaster <i>Michael Higgins</i> michael.higgins@servicemaster.com</p>	<p>When doing drug testing - do you test for any prescription medications? Yes, we use the 5 panel test required by the DOT. It includes amphetamines and opiates.</p> <p>If yes, please also answer the following:</p> <ul style="list-style-type: none"> • When do you test (at hire, post accident, random, etc)? We test post hire pre-placement, and post incident (after a collision and after an occupational injury). • Do you test all positions, or just those that you deem safety sensitive? We test all positions. • Which medications do you test for? We use the standard 5 panel test. It includes marijuana metabolites, cocaine metabolites, amphetamines, including methamphetamines, opiates and phencyclidine. We don't test for any additional prescription medication. • If someone is found to test non-negative on a prescription medication, what action do you take? Our company policy follows the DOT protocol. We use an SAP for non-DOT regulated employees. In most, if not all cases, if an employee is using prescription drugs illegally they will ultimately be terminated. <p>If no, please answer the following:</p> <ul style="list-style-type: none"> • Are you considering implementing prescription medication drug testing in the future? We are not currently planning to do anything different in the future.

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7	Sunoco Bill Sanicky WMSANICKY@sunocoinc.com	We do not test.
8	J&J Sandy Lee SLee3@its.jnj.com	<p>Test is done as pre-placement and randomly for safety sensitive jobs such as forklift operators. We do not routinely do a post accident unless there is a reason to think this may be the problem. Then we need to consult the MD for the site for approval.</p> <p>We test for Amphetamines (AMP), Cocaine (COC), Opiates (OPI), Marijuana (THC), and Methamphetamine (mAMP)</p> <p>If positive the MRO would review the results. She can contact the employee or pre-placement to discuss the results. IF prescription med is involved, the Lab can confirm results.</p>

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