

# QUESTIONS REGARDING LSUHSC & MCLNO DRUG TESTING PROGRAM

## WHY MUST I SUBMIT TO A DRUG TEST?

It is the policy of the Louisiana State University Health Sciences Center (LSUHSC) New Orleans campus and the Medical Center of Louisiana at New Orleans (MCLNO) to promote and safeguard the workplace from consequences of substance abuse. LSUHSC New Orleans and MCLNO action to create and maintain a drug-free workplace is pursuant to the Federal Drug-Free Workplace Act of 1988.

All **post job offer applicants** are required to undergo post job offer testing. They must test free of drugs as a condition of hiring. *A negative test result must be received by LSUHSC and MCLNO before you can attend orientation and begin work. It usually takes 24 – 48 hours for the results of a negative drug test to come back after it is picked up. Any contaminated, altered, diluted or positives test results, with or without a valid prescription, must go through a Medical Review Officer (MRO) verification. The MRO is a trained physician who will review and verify all test results. In these situations the length of time will vary. It may take 72 to 96 hours if there are no complicating factors for the results to come back.* However, in more complicated cases, the process may take longer. In cases involving legally prescribed medication you will be asked to provide appropriate documentation. All **faculty, staff, residents, and students** of LSUHSC New Orleans campus and MCLNO employees are subject to alcohol and/or drug testing for post accident, reasonable suspicion, and random.

## WHAT ARE MY RIGHTS?

You have the right to refuse to have the alcohol and/or drug test done. Post job offer applicants who refuse to submit to a drug test will no longer be eligible to be considered for employment. Individuals who refuse to submit to an alcohol and/or drug test may have disciplinary action taken against them by LSUHSC New Orleans or MCLNO.

## WHAT TESTS ARE PERFORMED ON THE SCREENS TO DETECT DRUGS?

An alcohol breath test determines the amount of alcohol in an individual's breath. All positive alcohol breath screening tests will undergo an immediate confirmation test. A urine drug test provides information about the concentration of a drug or a drug metabolite in the urine. An EMIT (Enzyme Multiplied Immunoassay Test) test is the usual screening test initially performed. Positive screening test results automatically undergo GC/MS (Gas Chromatography/Mass Spectrometry) for confirmation.

## WHAT ARE THE ALCOHOL AND DRUG TESTING PROCEDURES?

An alcohol breath test involves breathing through a mouthpiece on an evidential breath testing device for a period of up to 6 seconds. A urine drug test involves urinating in a bottle in a private, designated, enclosed area.

## WHAT SHOULD I DO IF THE MEDICAL REVIEW OFFICER CALLS ME?

If the Medical Review Officer (MRO) or the Drug Testing Coordinator (DTC) from the New Orleans campus calls you, it is most likely regarding your drug test results. You should return their call as soon as possible. If you do not contact and talk with the MRO within 3 working days then you have turned down the opportunity to discuss the results and the MRO will report your drug test as positive.

## CAN I CHALLENGE A POSITIVE TEST RESULT?

You may challenge a positive urine drug test result. You must notify Human Resources Director or your designated authority, and the MRO in writing within 72 hours of notification of a verified positive test and explain that you plan on challenging the test. You must also provide the MRO with a written explanation for any legitimate use of the drug(s). Only the **original urine specimen** may be retested and the MRO must have the test results within 10 working days of a notification of a verified positive test result. Retesting of the original specimen will be done at the **individuals own expense** and must be performed at a SAMHSA certified laboratory.

## IS THERE AN EMPLOYEE ASSISTANCE PROGRAM AVAILABLE?

These services are available to faculty, staff, residents, and students of the LSUHSC New Orleans campus and MCLNO and their immediate family members in order to provide professional assistance in assessing and resolving their problems.