

What Happens When You Test Positive for Drugs?

Seattle Area Signatory Roofing Contractors

Drug-Free Card Program - 2023

What Happens When You Test Positive for Drugs?

If your drug or alcohol test comes back positive, there are a number of things that will happen.

The MRO (medical review officer) will contact you to determine if you are taking any prescribed medications or if there are other factors that may have created a positive drug test. The MRO is a medical doctor. If the test has been verified as positive, the MRO will notify the your employer (the designated employer representative-DER) and the program administrator. The DER must then notify the employee. The employee's status in the Drug-Free Card program is changed to **not o.k. to work**. The employee is notified in writing by the employer and suspended from all duty pending the results of a professional assessment.

The employee must contact the program's Substance Abuse Professional (SAP) to arrange for a professional assessment. The SAP may require that the employee participate in an assessments, attend substance abuse educational programs, or enroll in an appropriate treatment program.

You will be removed from the job site until the SAP clears you to return to work. If you do not contact the SAP, your drug free card will remain **not o.k. to work**. Substance Abuse Professional services are paid for by the employer. Payment for any additional treatment or counseling is the responsibility of the employee and his/her medical insurance program.

The Substance Abuse Professional will offer to meet with you in person or to conduct a telehealth video assessment. During this assessment, the SAP will ask you various questions to determine if you have a chemical dependency (which requires some sort of treatment or intervention) or if you are an occasional user. The counselor will also review your drug test results to determine the amount of drugs you had in your system.

The SAP will want to understand your lifestyle and some of your history and family background to obtain enough information to complete an assessment. If the SAP feels that you require a second opinion assessment or if you are referred to treatment, you may be referred to a treatment agency for another assessment. At this time, you will be asked to sign "release of information" forms so that the treatment agency and the Substance Abuse Professional can discuss your cooperation and motivation and make recommendations for you to activate your drug free card. The Substance Abuse Professional will also ask you to sign a "release of information form" to your employer and Drug Free Business. The information shared will only relate to your willingness to follow the SAP's recommendations and the monitoring of your progress for up to two years.

In some cases, when there is no significant problem detected by the SAP at the time of the assessment, you will be cleared to return to work upon completion of a *Return to Work Agreement* and a Return to Duty drug test.

In some situations, the Substance Abuse Professional will suggest that you obtain another drug test to ensure that you will test clean on your Return to Duty drug test or to determine if your drug levels are decreasing. This test will be at your expense of approx. \$49 (cash or money order) and you can obtain the testing form from the Substance Abuse Professional. You will be notified when the results are in. The results will not be shared with your employer unless you choose to share them.

If you are referred to treatment, the Substance Abuse Professional will attempt to find you the most appropriate and affordable options and you will be monitored by the Substance Abuse Professional for up to two years. If you fail to follow through with the Substance Abuse Professional recommendations, your company and Drug Free Business will be notified and your clean card will not be activated.

It is our goal to assist all employees in returning to work as soon as possible. Please be aware that we do not fire employees or divulge confidential information to the unions or employers. If you do not follow our recommendations or if you continue to use drugs after you return to work and you test positive on another test, you may lose your job. As a result, it is our responsibility to conduct as thorough an assessment as possible. Your cooperation with this process is in your best interest.

Substance Abuse Professional

Participating employers are members of the Drug Free Business Substance Abuse Professional Program

David Perlman, NCAC II, Substance Abuse Professional Services,
Ph: 425-478-0152, Fax: 425-412-6374, david@dotsap.net.

Lynnwood (Main)
20102 Cedar Valley Rd
Suite 103
Lynnwood, WA 98036