



Occupational Health Services
of America, Inc.

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WHO GETS THE INFO?

It is our company policy to give results of drug screens only to the Designated Employer Representative (DER).

Often we receive calls from someone other than the DER. Our staff will only give information regarding results to the names given us by authorized personnel. The same holds true for random drug screen selections. It is important that we have up to date info on staff changes. Who should know? We need you to tell us.

As a matter of policy, only those on a “need-to-know” basis should be informed of a result or selection. It should always be done discreetly and as confidentially as possible. As a practical matter, employees know they are subject to testing. Word travels fast internally—when it’s good and when it’s bad. Both negative and positive drug information should be kept under lock and key within your personnel records. It is our opinion that the only information given outside the human resource department/owner and the donor, should be pass or failure. The specifics of the result can always be discussed between the donor or DER and our Medical Review Department.

We have been informed of several lawsuits between an employer and employee involving the results being spread among other employees. We are very strong on HR coordinating the policy and its implementation and enforcement, including all recordkeeping. Please count on us to help you in any way we can to enforce your policy for a drug-free workplace.

For future monthly newsletters, please let us know any subject you may wish to be discussed.

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