

Effective October 1, 2010, the Department of Health and Human Services (HHS) will be implementing changes to its Mandatory Guidelines for the Federal Workplace Drug Testing Programs. Only those employees in positions which require drug testing will be affected. Changes to mandatory guidelines address the collection and testing of urine specimens and the role of and standards for collectors.

**CHANGES TO MANDATORY GUIDELINES FOR FEDERAL WORKPLACE DRUG TESTING INCLUDE:**

1. Each urine specimen will be collected as a split specimen. Split specimen collection means one urine specimen of sufficient volume is collected and then divided into two separate specimen bottles. A donor will now be required to provide a minimum collection of 45mL for the split specimen procedure.
2. Cutoff concentration levels have decreased in certain drug categories, and additional testing for two new drugs - Ecstasy and Heroin - will begin taking place.
3. In order to protect the donor's privacy, only authorized personnel and the donor may be present at the collection site and visual privacy will be given to a donor while providing a urine specimen. The collector may be a different gender than the donor; however, in the event a collection needs to be observed, the observer must be the same gender.
4. The following new actions will be taken in the event a donor is unable to provide a urine specimen or a sufficient amount(45mL) after an attempt is demonstrated:
  - a. If the donor states that he or she needs more time after attempting to provide a urine specimen, the collector will provide a reasonable amount of fluids to the donor (8 oz. every 30 minutes) for up to three (3) hours. The donor will not be required to drink any more fluids during the waiting time than he or she can handle.
  - b. If the donor is still unable to provide a urine specimen after three hours or has not provided a sufficient specimen amount, the collector will notify the Drug Program Coordinator (DPC). The collector will stop the collection procedure, record the reason on the Chain of Custody Form (CCF) and the DPC will direct the donor to leave the collection site. The CCF will be sent to the Medical Review Officer (MRO) and Federal agency (DON).
  - c. DON will immediately direct the donor to obtain, within 5 days, an evaluation from a licensed physician, acceptable to the MRO, who has expertise in medical issues/conditions. The evaluation report must include:
    1. A medical condition or a medically documented pre-existing psychological disorder which precluded the donor from providing a sufficient amount of urine. If the MRO accepts this recommendation, a test CANCELLED RESULT MUST be reported to the DON by the MRO;

**OR**

2. That there is NOT an adequate basis for determining that a medical condition precluded the donor from providing a sufficient amount of urine. If the MRO accepts this recommendation, a REFUSAL TO TEST MUST be reported to DON by the MRO. \*\*\*Per the Federal Workplace Drug Testing Program Guidelines, a refusal to test will result in disciplinary action.

If you have questions regarding these changes in the mandatory guidelines, please call 732-323-7318.