POST ACCIDENT/INCIDENT DRUG TESTING PROCEDURES FOR DOT EMPLOYEE

INCIDENT OCCURS

DOES THE EMPLOYEE SEEK MEDICAL TREATMENT WHICH FILES A WORKERS COMPENSATION CLAIM (OTHER THAN POISON IVY)?

YES ↓

Refer employee to WorkHealth for medical treatment.

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DRUG/ALCOHOL TEST IMMEDIATLEY AFTER SEEKING MEDICAL TREATMENT. SUPERVISOR MUST ACCOMPANY EMPLOYEE TO WORKHEALTH FOR TESTING. (Refer to Article 16 of the Collective Bargaining Agreement between the City of Dublin and the United Steel Workers of America). The City shall cease attempts to administer the test eight **(8) hours** following the accident for alcohol and after thirty-two **(32) hours** for controlled substances.

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Escort employee home. Following the receipt of drug/alcohol testing results by the City, the City shall advise the employee regarding his/her return to work.

NO ↓

Did a third party require off site medical attention?

Was there an issuance of a traffic citation to the employee for a moving violation in connection with a vehicular accident?

Was vehicular damage in apparent excess of $1,000?

Was a vehicle required to be towed from the scene *and* the employee/driver cited for a moving violation arising from the incident?

Was non-vehicular property damage in apparent excess of $500?

Did the accident involve fatalities?

Was there a serious violation of safety policies, rules, and regulations?

Does "reasonable suspicion" exist?

YES ←

NO ↓

DO NOT DRUG TEST