



DEPARTMENT OF VETERANS AFFAIRS
Ralph H. Johnson Department of
Veterans Affairs Medical Center
109 Bee Street
Charleston, SC 29401-5799

Date: December 30, 2016

From: Director, Ralph H. Johnson VA Medical Center, (534/00)

Subj: 30-day Notice Regarding Random Drug Testing

To:

1. On September 15, 1986, the President signed Executive Order 12564, Drug-Free Federal Workplace, establishing a policy against the use of illegal drugs by Federal employees, whether on or off duty. In accordance with the Executive Order, VA has established a Drug-Free workplace Program to include random testing for the use of illegal drugs by employees in sensitive positions.
2. This is to notify you that your position is sensitive as defined in Section 7(d) of the Executive order and has been designated as a testing designated position; and therefore, you will be subject to random drug testing. The testing procedures, including the collection of a urine specimen, will be conducted in accordance with Department of Health and Human Services (HHS) Guidelines for Drug Testing Programs. Random testing will begin no sooner than 30 days from the date you receive this notice, and for NAGE unit employees, no sooner than signing of the Master Agreement, and the training per the drug testing provision (section 7C) has been implemented.
3. You can be assured that the quality of testing procedures is tightly controlled, that the test used to confirm use of illegal drugs is highly reliable and that the test results will be handled with maximum respect for individual confidentiality, consistent with safety and security.
4. As an employee subject to random drug testing you should be aware of the following:
 - a. Counseling and rehabilitation assistance will continue to be available to all employees through existing Employee Assistance Programs (EAP) at VA facilities. For additional information, please contact Susan C. Beylotte, PhD, APRN, BC, Room B571 at (843) 789-7955.
 - b. You will be given the opportunity to submit supplemental medical documentation of lawful use of an otherwise illegal drug to a Medical Review Officer.
 - c. VA will initiate action to discipline any employee who is found to use illegal drugs on the basis of a verified positive drug test except that VA will not initiate any disciplinary action against an employee who voluntarily identifies himself or herself as a user of illegal drugs prior to being notified of a scheduled drug test, obtains illegal drugs;

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d. Removal action will be initiated against an employee who is found to use illegal drugs and who refuses to obtain counseling or rehabilitation through an Employee Assistance Program;

e. You have the opportunity to voluntarily identify yourself as a user of illegal drugs willing to receive counseling or rehabilitation, in accordance with paragraph 4c of this notice, in which case disciplinary action will not be taken;

f. An employee found to use illegal drugs will be referred to VA Employee Assistance Programs. Such referral, however, does not preclude institution of disciplinary proceedings;

g. VA will initiate action to remove from service any employee who is found to use illegal drugs a second time;

h. An employee found to use illegal drugs will not be allowed to remain on duty in a sensitive position prior to successful completion of rehabilitation through an EAP. However, as part of an EAP, the authorized VA official may, at his/her discretion, allow an employee to return to duty in a sensitive position if it is determined that this action would not pose a danger to public health or safety or national security;

i. Disciplinary action up to and including removal will be initiated against any employee who refuses to be tested;

5. You may contact Mr. Ronald Smith, Employee/Labor Relations Specialist and LRIER, at (843) 789-7749, for additional information regarding the VA drug-Free Workplace Program.

Scott R. Isaacks, FACHE

VAMC CHARLESTON

**Acknowledgment of Notice of Employee
Whose Position is Designated Sensitive for Drug Testing Purposes**

I acknowledge receiving and reading the notice which states that my position has been designated for random drug testing, and that refusal to submit to testing will result in initiation of disciplinary action, up to and including removal.

Date