



## American Postal Workers Union, AFL-CIO

1300 L Street, NW, Washington, DC 20005

May 6, 1998

Dear MVS Director:

There have been increasing problems in the field concerning employees who are taking prescription medication, and what is required of them by the Postal Service. In many places, when an employee fails his or her drug test, he or she is either not informing the Medical Review Officer (MRO), or the Postal Service is not accepting this information from the employee.

Enclosed is a letter from the Postal Service stating that employees are not required to inform their supervisors of all medications they are taking. However, when the MRO gives the employee an opportunity to provide possible alternate medical explanations for a positive drug test, the employee should, not must, but should notify the MRO if they are taking any medication that may cause a positive result.

This may be helpful to the field because there are many people who are currently in a removal situation where one party or the other did not accept it, and there was confusion concerning the rights of the membership.

On March 16th, Assistant Craft Director Joe Williams sent you a letter saying that all employees must be on the clock while they are being drug or alcohol tested. Unfortunately, a copy of that letter was not inserted into that mailing, so I have enclosed it with this letter.

We hope this is beneficial to you in the ever continuing struggle to clarify the terms that employees are tested under.

Yours in union solidarity,

A handwritten signature in cursive script that reads 'Joe Williams'.

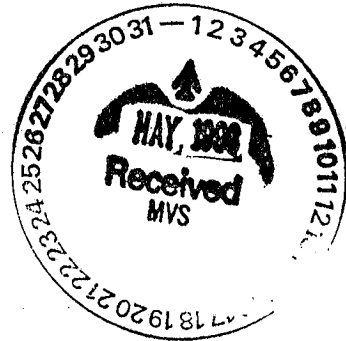
Joe Williams  
Assistant Director  
Motor Vehicle Division

A handwritten signature in cursive script that reads 'Robert C. Pritchard'.

Robert C. Pritchard  
Director  
Motor Vehicle Division



April 29, 1998



Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

Dear Mr. Pritchard:

This is a preliminary response to your letter of April 6 requesting information relating to the laboratories that perform drug testing for the Postal Service's Drug and Alcohol Testing Program. We will review your inquiry and provide a written response.

Employees in safety-sensitive positions are not required to inform their supervisor of all medications they are taking. However, when the Medical Review Officer (MRO) gives the employee an opportunity to provide possible alternate medical explanations for a positive drug test, the employee should notify the MRO if they are taking any medication that may cause a positive drug result.

As you have previously been advised, questions regarding Mark Sather's positive drug tests are more suited for resolution by the parties at the local level. The union's inquiries regarding the specific testing procedure performed in Mr. Sather's case should be redirected to the local level.

If you have any questions regarding the foregoing, please contact Joyce Ong at (202) 268-6248.

Sincerely,

A handwritten signature in black ink, appearing to read "Samuel M. Pulcrano".

Samuel M. Pulcrano  
Manager  
Contract Administration (APWU/NPMHU)



March 9, 1998

Robert C. Pritchard  
Director, Motor Vehicle Services Division  
American Postal Workers Union,  
AFL-CIO  
1300 L Street, NW  
Washington, DC 20005-4107

Dear Mr. Pritchard:

This letter is in response to your inquiry of February 4 concerning the Postal Service's position on the availability of an employee to be scheduled for random and follow-up drug testing under the Drug and Alcohol Testing Program.

Employees in the program are scheduled for testing when they are performing safety-sensitive functions which include:


- a. all time at an employer or shipper, plant, terminal, facility, or other property, or on any public property; waiting to be dispatched, unless the driver has been relieved from duty by the employer;
- b. all time spent inspecting equipment as required by Federal Highway Administration regulation; or otherwise inspecting, servicing, or conditioning any commercial motor vehicle at any time;
- c. all time spent at the driving controls of a commercial motor vehicle in operation;
- d. all time, other than driving time, in or upon any commercial motor vehicle, except time spent resting in a sleeper berth;
- e. all time loading or unloading a commercial motor vehicle, supervising or assisting in the loading or unloading, tending a vehicle being loaded or unloaded, remaining in readiness to operate the vehicle, or in giving or receiving receipts for shipments loaded or unloaded; and
- f. all time repairing, obtaining assistance, or remaining in attendance upon a disabled vehicle.

Designated responsible management officials receive weekly random drug (and alcohol) testing rosters which list employees to be tested during that one week period. The employees on the roster can be scheduled for the test(s) at any time and on any day the employee is on duty performing safety-sensitive functions during that week. This includes any period in which the driver is actually performing, ready to perform, or

immediately available to perform any safety-sensitive function. Those employees who are required to submit to follow-up testing are also subject to the same availability criteria.

Employees at home while on approved leave should not be required to go to a medical facility to submit to random or follow-up testing for drugs.

If you have any questions regarding the foregoing, please contact Joyce Ong of my staff at (202) 268-6248.



Samuel M. Pulcrano  
Manager  
Contract Administration (APWU/NPMHU)