

A contract employee's failure to comply within 48 hours with a request to submit to a post-offer, pre-employment substance test may result in the contract employee being temporarily ineligible for placement for 6 months.

All positive drug tests are confirmed in SAMHSA (Substance Abuse and Mental Health Service Administration) certified laboratories. All positive breath-alcohol tests are verified with a second confirmation test.

Any contract employee with a positive drug or alcohol test (regardless of reason for the test) is temporarily ineligible for placement for 6 months regardless of a client testing requirement. After 6 months, the contract employee must resubmit to another drug test before working for any Allegis Group company. The 6 month ineligibility period begins on the date the MRO (Medical Review Officer) validates the result, not the actual date the test was taken. There are no exceptions to this policy.

Medical Review Process

Upon receiving a presumptive positive result from the laboratory, the MRO will make three call attempts over a period of five days to the contract employee in an effort to determine if there is a valid medical explanation for the positive result. Should no contact be made with the contract employee within the five day timeframe, the result will be reported as positive. The contract employee has up to 60 days to provide an explanation and supporting information for the result. The MRO may change the result if appropriate following any discussion with the contract employee and review of supporting information.

Expiration of Drug Test

Drug tests are valid for 90 days or the life of the assignment, whichever is greater. Client requirement will supersede this when documented.

Reanalysis Requests

A contract employee has the right to request a specimen re-analysis in the event of a confirmed positive test result. Reanalysis requests for urine tests must be submitted within 72 hours of notification by the MRO to the contract employee of the positive result. Reanalysis requests for hair or oral fluid tests must be submitted within 24 hours of notification by the MRO to the contract employee of the positive result. The contract employee is responsible for the cost of the reanalysis. More information regarding this process can be found by contacting your Recruiter.

Cancelled Tests

In the event that a drug or alcohol test is canceled, the result is considered null, and is neither positive nor negative. A new specimen must be provided within 48 hours of notification to the contract employee of the retest. Certain reasons for cancellation will require that the retest be under direct observation by a same-sex collector. Instruction will be provided by the DER on how to proceed in the event of a cancelled test.

A specimen with a temperature of below 90 degrees or above 100 degrees is considered out of normal range and will be cancelled. The contract employee will be asked to remain at the clinic and provide a new sample under direct observation by a same-sex observer. Should the contract employee decline the second collection, this will be treated as a refusal.