

Refusals to Test

Failure to appear for the test within the 48 hour timeframe, failure to remain at the testing site until the test process is complete, failure to provide the required specimen, failure to provide sufficient volume of specimen, failing to comply with re-testing following a cancelled test, or providing a specimen that has been adulterated will be treated as a refusal to test and the contract employee will be temporarily ineligible for 6 months.

The testing process starts once the contract employee has registered at the clinic. In the event that the contract employee is unable to provide a sufficient volume of specimen, shy bladder/lung procedures will be followed.

Negative Dilute/Negative Super Dilute/Positive Dilute Tests

Unless otherwise specified by a client requirement, a negative dilute result will be considered passing.

A negative super dilute result will require a retest within 48 hours of notification under direct observation by a same-sex observer.

A positive dilute result is considered a positive result and will make the contract employee temporarily ineligible for employment for 6 months.

Prescription Drug Use

Use of prescription medication must be as advised by a Physician. Prescription drugs will be confirmed with the pharmacy issuing them by the MRO.

Any confirmed positive test result due to use of an expired prescription drug not authorized by a Physician, or use of prescription medication prescribed to a spouse, child, parent or person other than contract employee will be treated as a positive test result making the contract employee temporarily ineligible for employment for 6 months.

Medical Marijuana

Due to state laws in Arizona, Rhode Island and Delaware, or any other States that pass similar laws, Aerotek cannot prohibit the hiring of employees (external) if the drug screen result is positive due to medical marijuana and the employee has a state issued medical marijuana card from one of these States. Specific requirements in accordance with the laws in those states must be met, and all internal or contract employees impacted will be vetted in accordance with those requirements by the MRO and DER.

In all other states, Aerotek abides by Federal law and applicable State laws.

Post-Accident Testing

A 5 panel instant drug test and breath-alcohol test are required anytime there is an on the job incident which results in personal injury or property damage. In the event that no medical treatment is sought, the testing requirement stands. There is no exception to this policy, regardless of how much time has passed since being notified of the incident or how minor the injury. The employee should not be suspended unless there is strong reason to believe that drugs and/or alcohol were factor in the accident. Employees are permitted to return to work pending results as long as a return to duty release has been obtained. Aerotek will comply with all applicable State laws in administering the 5 panel drug test after an accident.