

Post-Accident Drug and Alcohol Testing

The primary purposes of post-accident testing are to ensure the safety of the company's customers and employees and to support the company's commitment to a drug-free workplace.

Eligible employees

Employees who drive patients are subject to post-accident drug and alcohol testing as a part of the Alcohol and Drugs in the Workplace policy and as a condition of employment are required to abide by the terms of this policy. Because of state and federal laws and regulations, certain employees may be subject to additional requirements.

Procedure

Any eligible employee who is involved in an accident while behind the wheel of a company vehicle must immediately:

1. Report the accident to their Supervisor or other designated management personnel
2. Read, complete, and sign the Post-Accident Controlled Substance and Alcohol Test Release and Consent form
3. Submit to a post-accident drug and alcohol test within 8 hours of the accident (health conditions permitting). Failure to comply with the post-accident drug and alcohol screening may result in immediate termination
4. Suspend all work duties pending post-accident testing results

Drug Testing collection and MRO procedures can be found in UnitedHealth Group's Alcohol and Drugs in the Workplace policy.

Fitness for Duty

Return to work following a post-accident drug and alcohol test will be determined by Employee Relations.

Refusal to Submit or Comply

Post-accident submission to testing for the presence of alcohol and/or other drugs is a condition of employment with UnitedHealth Group. Any employee who refuses to consent or submit to the test, refuses to authorize release of the test results to UnitedHealth Group, or violates the Alcohol and Drugs in the Workplace policy, will be subject to disciplinary action up to and including termination of employment.

Refusal to submit includes failure to provide adequate breath for testing without a valid medical explanation after receiving notice of the requirement for breath testing, failure to provide adequate urine for controlled substances testing without a valid medical explanation receiving notice of the requirement for urine testing, or engaging in conduct that clearly obstructs the testing process and leaving the scene of an on-the-job accident.