LSU HEALTH CARE SERVICES DIVISION
BATON ROUGE, LOUISIANA

POLICY NUMBER:	4564-17
CATEGORY:	Human Resources
CONTENT:	Post-Accident Drug Testing - Worker's Compensation
EFFECTIVE DATE:	August 10, 2015
REVIEWED:	July 13, 2017
INQUIRIES TO:	Human Resources Administration LSU Health Care services Division P. O. Box 91308 Baton Rouge, LA 70821-1308 Telephone: (225) 354-4843 FAX: (225) 354-4851

Deputy Chief Executive Officer
LSU Health Care Services Division

7/14/17
Date

Director of Human Resources
LSU Health Care Services Division

07/14/17
Date

LSU HEALTH CARE SERVICES DIVISION
POST-ACCIDENT DRUG TESTING – WORKER'S COMPENSATION

I. POLICY STATEMENT

In accordance with the Office of Risk Management (ORM), Insurance Information Notice 2015-6, dated June 30, 2015, this policy is established.

Note: The content of this policy is in addition to HCSD Policy No. 4506, Substance Abuse and Drug-Free Workplace.

II. APPLICABILITY

This policy applies to all employees of the HCSD. This includes classified, unclassified, students, and any other persons having an employment relationship with the agency, regardless of appointment type when workers' compensation coverage is provided through ORM with subsequent entitlement to a workers' comp claim.

This policy also applies to individuals conducting business on behalf of the HCSD including, but not limited to, contract and subcontract workers, vendors, volunteers, laborers and independent agents when workers' compensation coverage is provided through ORM with subsequent entitlement to a workers' comp claim.

III. IMPLEMENTATION

This policy and subsequent revision to this policy shall become effective upon approval and date of signature of the HCSD Deputy CEO.

IV. RESPONSIBILITY

A. Employees shall be subject to, and shall cooperate in, post-accident drug testing where an accident occurs under any circumstance, regardless of fault, which necessitates, or should reasonably necessitate, medical attention to the employee as determined by the employee, the employee's supervisor(s), or the department head.

B. With or without prior notification, any employee in an accident that occurs during the course and scope of employment shall be required to submit to drug and/or alcohol testing as soon as practicable and when in the best interest of the agency and delivery of patient care.

C. Post-accident drug testing shall be conducted in accordance with HCSD Policy No. 4506, VI., B., 2.

D. ORM reserves the right to require employees to submit to additional testing, if warranted.

E. As is common practice, the ORM third party administrator shall be provided all information related to a workers' comp claim.

V. CONSEQUENCES

A. Employees found to test positive or failing to submit to testing may be subject to dismissal or denial of their workers' comp benefits.

B. Individuals who willingly and knowingly violate or otherwise abuse the provisions of this policy shall be subject to disciplinary action up to and including termination.

C. Employees may also be subject to disciplinary action in accordance with Civil Service rules, HCSD policies, and/or LSU Rules and Regulations.

VI. EXCEPTION

Any exception to this policy, within the provisions of established law, must be approved by the HCSD Deputy CEO.