

Department of Veterans Affairs

Memorandum

Date: March 1, 2018

From: Chief, Human Resources Management Service (05)

Subj: VA Drug-Free Workplace Program – Designation of Testing Designated Positions

To: New Employee

1. On September 15, 1986, President Reagan signed Executive Order 12564, Drug-Free Federal Workplace, establishing a policy against the use of illegal drugs by Federal employees, whether on or off duty. In accordance with the Executive Order, the Veterans Affairs (VA) has established a Drug-Free Workplace Program to include random testing for the use of illegal drugs by employees in sensitive positions.
2. This is to notify you, your position is sensitive as defined in Section 7(d) of the Executive Order and has been designated as a testing designated position; and therefore, you will be subject to random drug testing. The testing procedures, including the collection of a urine specimen, will be conducted in accordance with Department of Health and Human Services (HHS) Guidelines for Drug Testing Programs. Random testing will begin no sooner than 30 days from the date you receive this notice.
3. You can be assured the quality of testing procedures is tightly controlled, the test used to confirm use of illegal drugs is highly reliable and the test results will be handled with maximum respect for individual confidentiality, consistent with safety and security.
4. As an employee subject to random drug testing you should be aware of the following:
 - a. Counseling and rehabilitation assistance will continue to be available to all employees through existing Employee Assistance Programs (EAP) at VA facilities. You may contact any of the individuals below:

James A. Haley Veterans' Hospital

Frankie Valle
(813)767-4281

Jamro Bharatiben
(813) 972-7534

Nicole T. Cineas
(813) 532-5692

Karen Perez
ext. 4991
(813)517-5500

Parvin H. Thomas
(813) 391-9962

Melanie R. Ashford
(813) 380-3146

Debra A. Lee
(813) 972-5790

Amanda Nguyen
(813)631-3458

New Port Richey OPC


Shelley Boggan
Tie line:321-4242
727-869-4242

Brooksville OPC

Keith Growe
352-631-3458

- b. You will be given the opportunity to submit supplemental medical documentation of lawful use of an otherwise illegal drug to a Medical Review Officer;
- c. VA will initiate action to discipline any employee who is found to use illegal drugs on the basis of a verified positive drug test except that VA will not initiate any disciplinary action against an employee who voluntarily identifies himself or herself as a user of illegal drugs prior to being notified of a scheduled drug test, obtains counseling or rehabilitation, and thereafter refrains from using illegal drugs;
- d. Removal action will be initiated against an employee who is found to use illegal drugs and who refuses to obtain counseling or rehabilitation through an Employee Assistance Program (EAP);
- e. You have the opportunity to voluntarily identify yourself as a user of illegal drugs willing to receive counseling or rehabilitation, in accordance with paragraph 4c of this notice, in which case disciplinary action will not be taken;
- f. An employee found to use illegal drugs will be referred to VA Employee Assistance Programs. Such referral, however, does not preclude institution of disciplinary proceedings;
- g. VA will initiate action to remove from service any employee who is found to use illegal drugs a second time;
- h. An employee found to use illegal drugs will not be allowed to remain on duty in a sensitive position prior to successful completion of rehabilitation through an EAP. However, as part of an EAP, the authorized VA official may, in his/her discretion, allow an employee to return to duty in a sensitive position if it is determined this action would not pose a danger to public health or safety or national security;
- i. Disciplinary action up to and including removal will be initiated against any employee who refuses to be tested;

- 5. You may contact Tiffany Fromm, Employee/Labor Relations Specialist, at (813) 558-3942, for additional information regarding the VA Drug-Free Workplace Program.
- 6. A copy of the previously issued 60-Day General Notice required by Executive Order 12564 is embedded in the new employee orientation CD.



Signature of Authorized Official

I acknowledge receiving and reading the notice which states my position has been designated for random drug testing, and refusal to submit to testing will result in initiation of disciplinary action, up to and including removal.

Signature of Employee

Date

Print Name