



City of Pittsburgh
Operating Policies

Policy: Post-Injury Drug & Alcohol Testing	Original Date: 2/2006
	Revised Date: 2/2009

PURPOSE: To establish guidelines for post-injury drug and alcohol testing for all City of Pittsburgh employees pursuant to City policy and applicable bargaining unit agreement provisions.

POLICY STATEMENT: It is the intent of the City of Pittsburgh to maintain a safe, healthy and productive work environment for its employees. Therefore, the City of Pittsburgh enforces a Drug-Free Workplace Policy, which states “the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance while on City property or while conducting City business is strictly prohibited.”

POLICY

Pursuant to the City’s Post-Injury Drug & Alcohol Testing Procedure, each employee who reports an injury to 1-800-633-1197 and seeks medical treatment for a work related injury in accordance with the City of Pittsburgh Managed Care Work Injury Program will be required to undergo a drug and alcohol test immediately following the injury, pursuant to the provisions of his/her collective bargaining unit agreement, if applicable. The City’s Workers’ Compensation program requires that all City employees injured on the job receive medical care at a UPMC Concentra Medical Center or, if the accident occurs on the weekend or before or after normal work hours on a weekday, in the UPMC Mercy Hospital Emergency Department. These facilities will perform all post-injury drug and alcohol testing.

PROCEDURE

- All testing mechanisms and protocol will comply with DOT regulation 49 CFR, Part 40.
- The injured employee's supervisor must accompany the employee to the Drug & Alcohol Test.
- It is the discretion of the physician as to whether or not the employee is released to duty.
- The employee will be administered a Breathalyzer test and will submit a urine sample. The testing will be conducted at UPMC Concentra Medical Centers during business hours and at the UPMC Mercy Hospital Emergency Department during non business hours. All employees will be asked to provide a photo ID before undergoing testing. Contact information for UPMC Concentra Medical Centers and UPMC Mercy Hospital Emergency Department is listed below.
- Positive test results will be reviewed by the designated Medical Review Officer and forwarded to the City Safety Manager or an authorized City designee.

Consequences of a Positive Test:

If any employee has a confirmed alcohol level of 0.02 or greater but less than 0.04, you will be suspended from duty immediately for 24 hours. In accordance with City policy, this will be an unpaid suspension. You must be tested prior to return to work with results less than 0.02.

All testing establishing an alcohol level greater than 0.04 and/or the presence of illegal drugs shall be subject to immediate discharge, even for a first offense.

If any employee refuses to be tested, such refusal will be considered a positive test and the employee shall be subject to immediate discharge.

Testing Site Locations, Hours of Operation and Phone Numbers

Concentra Medical Center – Oakland
120 Lytton Avenue, Suite 275
Pittsburgh, PA 15213
(412) 621-5430
Hours: 8a-5p Monday through Friday

Concentra Medical Center – Aspinwall
15 Freeport Road, Suite 100
Pittsburgh, PA 15215
(412) 784-1678
Hours: 7a-6p Monday through Friday

Concentra Medical Center – Robinson
4390 Campbells Run Road
Pittsburgh, PA 15205
(412) 429-9675
Hours: 8a-5p Monday through Friday

Concentra Medical Center – West End
Gateway View Plaza
1600 West Carson Street
Pittsburgh, PA 15219
(412) 391-1137
Hours: 7a-6p Monday through Friday

UPMC Mercy Emergency Department
1400 Locust Street
Pittsburgh, PA 15219
(412) 232-8222

Bring Photo ID and notify registration staff that you are a City of Pittsburgh employee.