



City of Pittsburgh  
Operating Policies

<b>Policy: Post-Injury Drug &amp; Alcohol Testing</b>	<b>Original Date: 2/2006</b>
	<b>Revised Date: 10/2019</b>

**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.”

*Disclaimer: No statements in this policy are intended or set forth as contractual commitments or obligations of the City to any individual employee or group of employees, or to establish an exception to the employment-at-will doctrine beyond that specified in the Civil Service Statutes and Rules or pertinent collective bargaining agreement. If there are differences between the various collective bargaining agreements and this policy, the pertinent collective bargaining agreement takes precedence.*

**POLICY**

Pursuant to the City’s Post-Injury Drug & Alcohol Testing Procedure, each employee who reports an injury to UPMC WorkPartners at 1-800-633-1197 and seeks medical treatment for a work-related injury 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 initial medical care at a Panel Provider such as Concentra Medical Center or, if the accident occurs on the weekend or before/ 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 or designee 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 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 Department of Human Resources & Civil Service - Office of Risk Management 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: 8am-5pm Monday through Friday

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

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

Concentra Medical Center – West End  
Gateway View Plaza  
1600 West Carson Street  
Pittsburgh, PA 15219  
(412) 391-1137  
Hours: 7am-5pm 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.