

American Postal Workers Union, AFL-CIO

817 14th Street, N.W., Washington, D.C. 20005

ARTICLE	19
SECTION	ELM
SUBJECT	URINALYSIS

William Burrus
 Executive Vice President
 (202) 842-4246

February 24, 1986

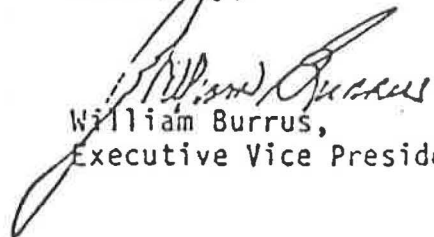
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Dear Mr. Fritsch:

At the January 1986 Safety and Health meeting an agenda item submitted by the unions "U.S. Postal Service Urinalysis Drug Testing Program" was discussed. It is my recollection of Dr. Herman's response for the Postal Service that urinalysis testing may be required by postal medical doctors when a fitness for duty examination indicates the need for further testing. He indicated that other managerial employees were not authorized to refer employees for urinalysis screening.

Please review postal policy in this regard and advise me.

Sincerely,



William Burrus,
 Executive Vice President

- Regional Coordinators
- Richard E. Moore
Western Region
- John P. Williams
Central Region
- Philip C. Manning Jr.
Eastern Region
- Norman G. ...
Northern Region
- Arthur G. ...
Southern Region

Thomas Fritsch
 Assistant Postmaster General
 Labor Relations Department
 United States Postal Service
 475 L'Enfant Plaza, S.W.
 Washington, D.C. 20260

WS:mc

1986 2/24/86



SENIOR ASSISTANT POSTMASTER GENERAL
Human Resources Group
Washington, DC 20260-4000

August 6, 1986

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MEMORANDUM FOR FIELD DIVISION GENERAL MANAGERS/POSTMASTERS

Subject: Urinalysis Testing

Recently, it has come to our attention that drug testing is being used in the field as part of the initial issuance and renewal of the SF-46, Operator's Identification Card, and in Accident Repeater Programs.

Across-the-board drug testing and/or random drug testing of present employees is prohibited under any circumstances. However, on a case-by-case basis, during fitness-for-duty examinations, drug tests may be administered, depending on the specific reasons for the examination as stated by the referring official and/or in the judgment of the examining medical official (see Attachment A). Additionally, drug testing in conjunction with medical assessments and evaluations as part of the Employee Assistance Program is within established procedures (see Attachment B). Furthermore, we will be issuing a policy statement on drug screening of applicants for employment in the near future.

If you have further questions regarding this matter, you may contact either Harvey White of the Labor Relations Department at 268-3822 or Stephen A. Moe of the Employee Relations Department at 268-3793.


David H. Charters
(Acting)

Attachments

cc: Regional Postmasters General
Mr. Fritsch