
MCA Substance Abuse Testing Program

1. Reasons for Testing
 - a. Pre-Employment Testing
 - *Required unless employee has had a test under the MCA Program within the last 6 months*
 - b. Random/Periodic Testing
 - c. Probable Cause Testing
 - d. Work opportunities mandated testing
 - e. Post accident/injury testing
 - *Missouri: Compensation shall be reduced fifty percent if the injury was sustained in conjunction with the use of alcohol or nonprescribed controlled drugs.An employee's refusal to take a test for alcohol or a controlled substance, shall result in the forfeiture of benefits under this chapter if the employer's policy clearly authorizes post-injury testing. **Section 287.120***
 - *Kansas: The employer shall not be liable under the workers compensation act where the injury, disability or death was contributed to by the employee's use or consumption of alcohol or any drugs....." K.S.A. 44-501*
2. Reminders
 - a. When you send employees for testing, be sure to inform clinic the employee needs an MCA Drug Screen
 - b. Negative Dilute Specimens
 - i. Testing has to be repeated within 1 business day
 - c. Positive Specimens
 - i. DER is notified via phone. Mandatory referral to EAP
 - d. Refusals to Test are Treated as Positives
 - e. Contested Results
 - i. Don't let the employee retest!
 - f. Contact CC at anytime for list of your employees and their status
 - g. Contact CC with any DER Changes
3. Random Drug Screens
 - a. 1/12 of 35% of the total membership is randomly selected for testing each month
 - b. Selections are made on Monday's, Tuesday's and Wednesday's
 - c. CorporateCare will contact the employee at the phone number on file.
 - d. The contractor DER will also be notified.
 - e. Once notified the employee will have 48 hours to complete the drug screen.
 - f. If employee does not report to testing facility within 48 hours, their status is updated to Non-Compliant. The employee and contractor are both notified of the status change
 - g. On-site testing will be arranged with contractor DER 48 hours in advance
 - h. Employee should not be notified until the collector arrives at the jobsite
 - i. If the employee is not present on the job site when the collector arrives, they will be turned non-compliant, and are required to test prior to returning to work.
4. Secure Website: corporatecare.rolet.com
 - a. Access recent drug screen results
 - b. Verify member's status (replacing wallet cards and eliminating unnecessary drug screens)
 - i. Compliant/Non-Compliant and Last Screen Date
 - c. Information is updated daily
5. Contact information for Questions:

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