



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

August 6, 1986

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