WHY WE ARE HERE TODAY

To learn about LANL policies dealing with:

• ALCOHOL and CONTROLLED SUBSTANCES
• Drivers behind these policies
• Governance framework of LANL
• Focus of Human Resources as one of twelve governing policies at LANL
• Alcohol-prohibited activities
• Illicit substance (drug) prohibited activities
• What we are talking about when we say CBD
• Penalties resulting from violating the Prohibited Activities policy
ALCOHOL/SUBSTANCE ABUSE DRIVERS

- **10 CFR 707** Workplace Substance Abuse Programs
- **10 CFR 710.8** Criteria and Procedures for Determining Eligibility to Classified Matter or Special Nuclear Material
- **10 CFR 712** Human Reliability Program
- **49 CFR 40** Procedures for Transportation Workplace Drug and Alcohol Testing Programs
THE BOTTOM LINE:

The use of alcohol or medical/recreational marijuana or CBD is prohibited at LANL because they pose unacceptable risk to safe and efficient Laboratory operations.
GOVERNANCE FRAMEWORK

LANL Management Plan and LANL Governing Policies
GOVERNING POLICIES OF LANL

1. SAFETY
2. SECURITY
3. MANAGEMENT SYSTEMS
4. ENVIRONMENT
5. MISSION
6. SCIENCE
7. **HUMAN RESOURCES**
8. ASSETS MANAGEMENT
9. FACILITIES MANAGEMENT
10. INFORMATION MANAGEMENT
11. GOOD NEIGHBOR
12. EMERGENCY MANAGEMENT
*HUMAN RESOURCES*

- We develop and maintain a capable, agile, and diverse workforce to achieve our mission.
- We treat our employees, contractors, and visitors fairly and equitably.
- We openly and honestly inform people of issues, events, and expectations.
- We maintain a drug-free workplace and engage our workforce to provide input about the quality of our work life.
- We work together and mutually support one another.
- We treat each other and our customers with respect, dignity, and courtesy.
Just Like Marijuana, CBD* Oil is a Prohibited Substance

* cannabidiol
Quick Quiz:

You are about to enjoy a hot stone massage when the masseuse mentions the health benefits of the CBD massage oil that will be used during your treatment. What would you do?

1. Enjoy and allow the masseuse to use the CBD oil, as it is legal in all 50 states.
2. Immediately report the incident to the DEA.
3. Ask that a massage oil that does not contain CBD be used during your treatment.

(Answer: 3)
• LANL’s drug testing program is important to ensuring the safety and reliability of our workforce.

• Marijuana has been legalized in some states, but remains a controlled substance under federal law, and so remains prohibited at LANL. (P732 Substance Abuse)
CBD

• Cannabidiol (CBD) oil has become a trendy new product in states that have legalized marijuana.
• The non-intoxicating marijuana extract is being credited with helping treat a host of medical problems, and may soon be for sale over the counter at places like CVS. However, CBD is unregulated and still prohibited under LANL policy.
• A positive drug test at LANL (including marijuana and CBD) is a termination-level offense.
Be Aware of the Following:

• Ingesting marijuana in a state where it is legalized is not a valid excuse for a failed drug test.
• LANL does not recognize medical marijuana. A medical marijuana card is not an excuse for a failed drug test.
• There are many edible products containing marijuana.
• Use of CBD-containing products is not a valid excuse for a failed drug test. The concentrations in these products are not regulated.
ALCOHOL-RELATED ACTIVITIES PROHIBITED AT LANL
ALCOHOL

• Consuming or possessing alcohol at Laboratory functions
• Consuming alcohol during scheduled work hours, including at lunch or while on break (even if it is off-site)
• Testing at a breath alcohol result of 0.02 g/210 L or greater
LANL-SPONSORED FUNCTIONS INCLUDE:

- Events that require worker attendance
- Laboratory-funded events where attendance is either required or optional
- Events that occur during scheduled work hours

*With few exceptions, Laboratory employees who violate these prohibitions will be terminated from employment.*
• Requires new employment or pre-employment drug testing
• Requires random drug testing
• Requires drug and/or alcohol testing when there is reasonable suspicion or an accident/incident
• Requires other drug and/or alcohol testing as deemed appropriate

*LANL does recognize drug and/or alcohol dependency as a treatable condition and offers programs and services for such problems.*
DRUG-RELATED ACTIVITIES PROHIBITED AT LANL
The unlawful manufacture, distribution, dispensing, possession, use, transfer, or sale of drugs is prohibited, regardless of whether these acts occur at the workplace, at official LANL functions, while on LANL business, or on an individual’s private time or property.

LANL employees who violate these prohibitions will be terminated, except when an employee seeks rehabilitation assistance before being contacted for a drug test.
Workers who seek assistance before being contacted for a drug test are not subject to disciplinary action based on the self-identified substance abuse occurring **BEFORE** the self-identification, but do remain subject to disciplinary action for any violation occurring **AFTER** seeking rehabilitation assistance.
SO, WHAT IF....
A random number generator selects Z-numbers of employees and subcontractors (including managers) who are holders of a non-visitor LANL badge.
• Individuals on the list will be telephoned by a Personnel Security testing coordinator.
• If selected, you will be contacted directly on your workplace telephone or pager.
• The testing coordinator will not leave phone messages.
• If you are not reachable, the coordinators will call your manager or administrator to learn if you are on approved leave.
• If you are on approved leave, you will be exempted from that day’s testing cycle.

• If you are scheduled to be at work, there is no excuse that will exempt you from taking the test at the scheduled time, no matter how inconvenient.

• A no-show within two hours of the scheduled time will be considered a refusal to test and will be treated as a confirmed-positive test result.
• A testing site near your place of work will be specified, a sample collected, a chain-of-custody form completed, the sample packaged and sealed in your presence, and the sample then taken custody of by the collection technician.
HOPEFULLY, WE NOW KNOW ABOUT:
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