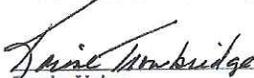


MEMORANDUM OF UNDERSTANDING
BETWEEN
YAMHILL COUNTY/YAMHILL COUNTY SHERIFF'S OFFICE
AND
TEAMSTERS LOCAL 223

THIS MEMORANDUM OF UNDERSTANDING is made between Yamhill County ("County") and Teamsters Local 223 ("Union").

WHEREAS:

- A. The 2019 – 2022 Collective Bargaining Agreement ("CBA") expired on June 30, 2022, and
- B. The parties participated in good faith bargaining, as well as mediation, and
- C. The parties wish to continue the currently expired CBA until June 30, 2024, with the following changes:
 - a. Article 12(a) (Compensation – Base Wage):
 - i. On the first day of the pay period after July 1, 2022 base salaries, of all bargaining unit members employed at the time of execution of this MOU, shall be increased three and one-half percent (3.5%).
 - ii. On the first day of the pay period after July 1, 2023 base salaries, of all bargaining unit members employed at the time of execution of this MOU, shall be increased two and one-quarter percent (2.25%).
 - b. Article 13 (Health and Welfare)
 - i. Changes will be made according to the attachment. (Attachment A – Article 13 for MOU roll over)
 - c. Article 20 (Duration and Opening)
 - i. The modified CBA, under this MOU, will expire on June 30, 2024, and any reopener notice is due by February 1, 2024, however the parties will strive to commence successor negotiations shortly after the first of the year of 2024.
 - d. Appendix A ((Drug and Alcohol Testing Program)
 - i. Changes will be made according to the attachment. (Attachment B – Drug and Alcohol Testing Program)
- D. All other CBA articles remain as current contract language.
- E. The Union withdraws, with prejudice, the Training memo grievance (GR 008-23).
- F. The Union withdraws, with prejudice, the Lunch Hour grievance (filed August 10, 2022).



For the Union
11/1/2023

Date



For the County
11.9.23

Date

Accepted by Yamhill County
Board of Commissioners on
11.9.23 by Board Order
B.O. 23-424

ATTACHMENT A FOR MOU ROLL OVER

ARTICLE 13 – HEALTH AND WELFARE

13.1

Medical Insurance and Long-term Disability Insurance

a) The County shall purchase for employees covered by this Agreement the following Oregon Teamsters Employers Trust Plans, subject to the maximum monthly premium established in subsection (d) of this section:

- Health and Welfare Plan GWL (which includes retiree insurance R-3)
- Dental Plan 6
- Vision Plan 4

While this agreement is in effect, the County will provide *\$125 per month per member for a Voluntary Employee Beneficiary Association Medical Expense Plan (“VEBA”) to be administered on behalf of all members by a third-party administrator. The cost of the VEBA is not considered part of the combined premiums for purposes of Section 13.1(d). (*25 of those dollars are from a direct dollar for dollar savings to the County for no longer having to pay the R-3 premium.)

b) The County shall purchase for employees covered by this Agreement a Group Long Term Disability Insurance Plan, ~~subject to the maximum monthly premium established in subsection (d) of this section.~~

c) Eligibility for employer-paid insurance coverages in this section shall be limited to all employees covered by this Agreement who have been employed for forty (40) hours in the previous month. However, an employee shall be credited with time worked to meet the 40-hour requirement under the following circumstances: (1) The employee is away from regularly scheduled work while on a paid leave authorized under this Labor Agreement; or (2) the employee is away from regularly scheduled work while on Family Medical Leave authorized by state or federal law.

d) The maximum monthly premium (“the cap”) for the cost of combined premiums ~~(health and welfare / dental / vision) described in subsections (a) and (b) of this section, for the life of this agreement,~~ shall be \$1,500~~55~~.00 ~~for the remainder of 2022. Effective January 1, 2023 the cap shall be \$1,600.00. Effective January 1, 2024 the cap shall be \$1,650 for the life of this agreement.~~ If the maximum monthly premium for the cost of combined premiums exceeds the cap established by this subsection, the excess over the cap shall be split 50%-50% by the employee and the County. The employee’s share shall be paid by payroll deduction.

e) It is acknowledged by the parties that during the calendar years 2020, 2021 and 2022, the County paid more than \$1500.00 per month for bargaining unit members’

B.O. 23-424

monthly premiums and the County will not seek reimbursement of those amounts.

13.2

Pension Benefits

The County shall pay all employer and employee contributions required to maintain its existing pension plan with the Oregon Public Employees Retirement System as such plan may be modified by requirements under Oregon statutes.

ATTACHMENT B FOR MOU ROLL OVER

Appendix A

(Drug and Alcohol Testing Program)

AGREEMENT: The following policy shall apply to all bargaining unit members for the term of the YCSO labor agreement:

**YAMHILL COUNTY SHERIFF'S OFFICE
DRUG AND ALCOHOL TESTING POLICY**

Section I. PHILOSOPHY

A. GENERALLY.

1. The Yamhill County Sheriff's Office believes the citizens of Yamhill County are entitled to a professional law enforcement staff comprised of patrol deputies, corrections deputies and other Sheriff's Office personnel who are alert and free from drugs or alcohol while on duty. The YCSO also believes County employees are entitled to a safe work environment. To ensure that the YCSO can provide a professional law enforcement staff and a safe work environment, all employees during working hours are expected to be free from any substance, whether illegal or legal, that can adversely affect job performance or place the health and safety of co-workers or the public at risk.

2. This policy is a critical step in establishing and maintaining an efficient and safe work force and will be applied in conjunction with all established YCSO policies, procedures and programs. The YCSO will vigorously pursue the enforcement of this policy while protecting the privacy of its employees to the greatest extent possible. It is the intent of this policy to encourage and support employee recovery from substance abuse through the Employee Assistance Program (EAP) unless the EAP proves ineffective for that employee.

3. The County will not conduct random drug testing.

B. EDUCATION. To maximize the effectiveness of this policy, it will be communicated to all employees by memo, bulletin board, County newsletter and meetings as necessary. Supervisors and shop stewards will receive training to implement and enforce this policy.

Section II. VOLUNTARILY SEEKING HELP

A. This policy is not intended to infringe upon or displace any drug and alcohol rehabilitation system available to those employees who seek help on their own. Drug and alcohol abuse can be successfully treated and the County is willing to work with any employee who suffers from drug or alcohol problems. It is the employee's responsibility to seek assistance before drug or alcohol abuse problems lead to safety or misconduct incidents or violations that can lead to disciplinary action.

B. Any employee with a substance abuse problem is encouraged to seek professional help. No discipline or discrimination will result solely from an employee asking for assistance, but the County reserves the right to otherwise discipline for cause. The YCSO will grant an unpaid leave of absence for treatment when determined necessary by a competent treatment professional or medical provider. During the unpaid absence, the employee may use any accrued vacation, sick leave, compensatory time or authorized leave under the Family Medical Leave Act. If the leave is ~~While on~~ unpaid leave, the provisions of Section 8.2 shall govern for vacation accrual. The request for assistance and any admission to a treatment program will be handled in a confidential manner.

Section III. PRESCRIPTION DRUGS AND OVER-THE-COUNTER DRUGS. Abuse of medically-authorized medication is a violation of this policy. Using another person's prescription medication is also considered abuse in violation of this policy. The use of medically prescribed or over-the-counter drugs during working hours is approved (not to include medically prescribed marijuana), provided there is no medical impediment or side effect which prevents the employee from performing their his/her job safely and effectively. If there are any stated side effects which could prevent the employee from performing in a safe and effective manner, the employee is required to notify a command officer. Notification shall be made in writing. Such notification will be handled pursuant to State and Federal privacy rules. An employee may not work under the influence of a drug that could prevent the employee from performing in a safe and effective manner, even if the drug is a prescription drug or an over-the-counter drug.

For the purposes of this Appendix, "abuse" of prescribed medication means:

- (a) using the medication in a manner the employee knows is inconsistent with the directions from the employee's health care provider (e.g. taking excessive quantities or using the medication for non-treatment purposes); and
- (b) has a significant adverse impact on the employee's ability to perform their work.

Section IV. DEFINITIONS The following definitions apply to terms used in this policy:

"**ALCOHOL**" - means any alcoholic beverage containing more than one-half of one percent alcohol by volume.

"**BLOOD TEST**" - means a chemical test of a person's blood by a qualified laboratory to measure the levels of a drug or its metabolites.

"**BREATH TEST**" - means a chemical test of a person's breath to determine blood alcohol content conducted with equipment recognized as adequate for use by certified law enforcement officers to enforce the provisions of ORS Chapter 813.

"**CONTROLLED SUBSTANCE**" - means a drug or its immediate precursor classified in Schedules I through V under the Federal Controlled Substances Act, 21 U.S.C. §§811 to 812, as modified under ORS 475.035. Under this policy, marijuana is also a controlled substance. "Marijuana" has the meaning given in ORS 475.005(15) (1993 replacement part).

"COUNTY PREMISES" - means all County owned property including real property, buildings, vehicles, lockers, desks, closets or other County owned property.

"LAST CHANCE AGREEMENT" - means an agreement between the Sheriff, the Union and the employee governing the conditions of the employee's reinstatement to work following satisfactory completion of a treatment plan. A last chance agreement will be required after the employee is found to have violated any of the prohibitions contained in Section III. A last chance agreement may not remain in effect for a period longer than one year, unless mutually agreed to be for a longer duration.

"LEGAL DRUG" - means controlled substances prescribed by persons authorized to prescribe drugs under Oregon law, excluding medically prescribed marijuana, and over-the-counter drugs which have been legally obtained and are being used for their intended purpose or as prescribed.

"MANAGEMENT REPRESENTATIVE" - means a command officer appointed by the Sheriff to administer this policy. The "management representative" includes the Sheriff and any confidential secretary assigned to the Command Officer or Sheriff.

"POSITIVE ALCOHOL TEST" - means a Breath Test, Blood Test or Urine Test as defined in this section that results in a determination that the blood alcohol content of the person tested is 0.02% BAC or greater.

"POSITIVE DRUG TEST" - means a Blood Test or Urine Test as defined in this section that results in a determination that the blood or urine specimen contains levels of a drug or its metabolites in excess of the threshold levels published as of January 1, 2022, by Redwood Toxicology Laboratory, Inc., a California Corporation which will be attached to this Agreement as Appendix B "GC/MS Confirmation Threshold Levels" set forth in the attached Exhibit "A".

"QUALIFIED LABORATORY" - means a laboratory qualified to conduct tests to determine the presence of given levels of drugs and their metabolites within a blood or urine specimen. A qualified laboratory must be certified by the National Institute on Drug Abuse (NIDA). Any change in the qualified laboratory selected by the parties on implementation of this Agreement shall be made by mutual agreement.

"REASONABLE SUSPICION" - means that a person holds a belief that is reasonable under the totality of the circumstances existing at the time and place, based on a set of objective and specific observations or facts based on direct observation, either by a supervisor or another employee, which leads a supervisor to suspect that an employee is under the influence of alcohol or restricted drugs while on-duty. Examples of observations or facts may include, but are not limited to physical evidence of controlled substances, drug paraphernalia, patterns of erratic or abnormal behavior, disorientation or confusion, physical appearance consistent with drug or alcohol use (slurred speech, stumbling, bloodshot eyes, odor, etc.) or an inability to complete routine job tasks where there is not a reasonable explanation the person acts as authorized by this policy. By way of example, but not by limitation, a reasonable suspicion sufficient to allow an authorized person to order a test under this policy may exist under the following circumstances: Being involved in any particular type of incident including (but not limited to) traffic crashes or using

physical force (including deadly physical force) in and of itself, does not establish reasonable suspicion to test. Employees will not be asked or directed to submit to a test without reasonable suspicion being established and explained; employees may be offered a chance for a voluntary test (at County expense) however an employee may decline a request for a voluntary test without any negative consequences.

1. ~~Erratic job performance or behavior indicated by slurred speech, stumbling, physical appearance or bloodshot eyes.~~

2. ~~An employee is involved in a significant job related accident or incident that either injures or threatens to injure any worker or the employee, or causes or threatens to cause property damage. Being in an accident, in and of itself, does not establish reasonable suspicion to test. Being in an accident may be considered, along with all the facts and circumstances of the accident, to determine whether there is reasonable suspicion to test.~~

"TESTING" - means the testing method authorized or required by this policy. In general, testing is the analysis of urine, blood, or breath to determine chemical content.

"UNDER THE INFLUENCE" - means that a person's physical or mental faculties are adversely affected by the use of alcohol or a controlled substance or an over-the-counter drug to a noticeable degree. "Under the influence" includes not only the well-known and easily recognized conditions and degrees of intoxication, but also any abnormal mental or physical condition that results from consumption of alcohol or a controlled substance and that noticeably deprives the person of that clearness of intellect or control that the person would otherwise possess.

"URINE TEST" - means a chemical test of a person's urine by a qualified laboratory to measure the levels of a drug or its metabolites.

Section V. PROHIBITIONS (TREATMENT OPPORTUNITY AND REINSTATEMENT TO WORK CONDITIONALLY ALLOWED) This section establishes prohibitions that apply when an employee is on the job. In most cases, a first offense does not subject an employee to discharge if the employee satisfactorily completes the treatment plan explained in Section VIII. The prohibitions are as follows:

A. No employee of the YCSO shall report to work or perform work while the employee:

1. Is under the influence of a controlled substance, alcohol or a legal drug; or
2. Has within the employee's system levels of a drug or its metabolites in excess of the limits set forth in Appendix B "GC/MS Confirmation Threshold Levels" set forth in the attached Exhibit "A"; or
3. Has within the employee's system levels of alcohol 0.02% blood alcohol content or greater.
4. ~~Has, or is, growing marijuana on their property or at their residence.~~

B. Except for operations specifically authorized by a supervisor, no employee of the YCSO shall use any alcoholic beverage while on duty, including work breaks or meal breaks.

C. Except for medications prescribed by a physician licensed to practice medicine in Oregon, excluding medically prescribed marijuana, no employee of the YCSO shall use any controlled substance while on duty, including work breaks or meal breaks.

D. Except for operations specifically authorized by a supervisor, no employee of the YCSO shall use any alcoholic beverage on any site conducting County business.

E. Except in the performance of official job duties or as otherwise approved, no employee of the YCSO shall possess or attempt to distribute, sell, obtain, manufacture, transfer, share, or receive any alcohol, controlled substance or illegal drug while on-duty.

E. No employee of YCSO shall use, transfer, or possess drug paraphernalia or open alcohol containers for personal use while on County premises or YCSO paid time.

If Oregon Administrative Rules are established through the State of Oregon Commission on Statewide Law Enforcement Standards of Conduct and Discipline that include prohibitions that are more restrictive than those listed in this Drug and Alcohol Testing Program, the more restrictive prohibitions shall be in effect for those specific employees to whom the prohibitions apply by law under the specific circumstances stated in those rules.

Section VI. CAUSE FOR SUSPENSION OR DISCHARGE FROM EMPLOYMENT. In addition to grounds set forth in the Collective Bargaining Agreement, the following violations shall be cause for suspension or discharge from employment:

A. The sale, purchase, transfer, delivery or manufacture of controlled substances except as may be required in the lawful performance of duty.

B. A positive drug test or positive alcohol test after the employee has previously tested positive.

C. An employee's failure to comply with a treatment plan recommendation after notice and opportunity to cure the noncompliance.

D. An employee's failure to satisfy any condition of a last chance agreement or an employee's breach of any condition of a last chance agreement.

E. An employee's refusal to submit to a management representative's order for a breath test, blood test or urine test in a case in which the employee had previously refused an order for testing in a different case.

- F. Use of alcohol or controlled substances in a County vehicle.

Discipline for violations of this Drug and Alcohol Testing Program will be within the disciplinary range (with mitigating and aggravating factors included) as outlined by the Oregon Administrative Rules as established through the State of Oregon Commission on Statewide Law Enforcement Standards of Conduct and Discipline for those specific employees to whom the rules apply by law under the specific circumstances stated in those rules.

Section VII. DRUG AND ALCOHOL TESTING; PROCEDURE; WHEN ALLOWED

A. GENERALLY. Testing may only be required based on reasonable suspicion or as part of the stipulations in a current last chance agreement as described in this Appendix. The management representative may require an employee to submit to a Blood Test or Urine Test as defined in this Appendix Memorandum of Agreement to determine whether there exists within the employee's system amounts of a drug or its metabolites in excess of the limits established in Appendix B Exhibit "A". The management representative may require an employee to submit to a Breath Test, Blood Test or Urine Test as defined in this Appendix Memorandum of Agreement to determine whether the employee's blood alcohol content is 0.02% or greater. ~~Testing may only be required for reasonable suspicion or testing on a last chance agreement as described in this section.~~

B. TESTING FOR REASONABLE SUSPICION.

1. The management representative may order a YCSO employee to undergo drug or alcohol testing when he or she has a reasonable suspicion that an employee has violated any of the prohibitions stated in Section V of this policy. In the case of a violation related to alcohol, the employee will submit to a breath test upon notice by the management representative. In the case of a violation related to drugs, the blood test or urine test will not be administered sooner than 2 hours following notice to the employee by the management representative that a testing order may be issued.

2. In the case of a breath test related to alcohol, the testing will take place at a place designated by the management representative. In the case of a blood test or urine test related to drugs or alcohol, the testing will take place at a qualified laboratory. Testing shall occur within 24 hours of an order for testing.

3. The County will pay all expenses of the breath test. If the employee desires a blood test in addition to the breath test, the employee will have reasonable opportunity, upon request, for an additional chemical test for blood alcohol content to be performed at the employee's own expense by a qualified individual of the employee's choosing.

4. The County will pay all expenses of the initial blood test or urine test for testing related to drugs. If the employee desires a second blood test or urine test, the employee will have reasonable opportunity, upon request, for an additional chemical test to be performed at the employee's own expense by a qualified individual of the employee's choosing.

C. TESTING ON LAST CHANCE AGREEMENT. The management representative may require an employee then on a last chance agreement to be tested at any time with or without cause. The management representative shall confidentially arrange for the testing of the employee at a qualified laboratory. The County shall pay all expenses of testing. Testing shall occur within 24 hours of an order for testing. The employee shall be entitled to see the results of the testing.

D. MISCELLANEOUS TESTING REQUIREMENTS

1. A local medical facility or licensed testing facility will collect samples for alcohol and drug testing. A local medical facility or licensed testing facility will conduct laboratory and confirmatory testing on samples. When an employee is asked to undergo a drug test, he/she will be informed of the type of sample that must be provided and the method of sample collection. The employee will be asked to provide identification to the person who collects the sample. All testing shall be conducted immediately before, during, or after a work shift. Time spent in testing is considered work time for purposes of compensation and benefits and any time spent in a testing process outside of a regularly scheduled shift will be compensated at the overtime rate.

2. All samples shall be collected under reasonable and sanitary conditions and with due regard to the privacy of the individual who is being tested, and in a manner that is reasonably calculated to prevent substitution or interference with the collection of a reliable sample. All samples shall be labeled in a manner that reasonably precludes the probability of erroneous identification or sample tampering. Any sample that does not comply with the stipulations of this Appendix shall not be considered a valid sample for any purpose.

3. The management representative will receive test results and notify the Sheriff. No test results shall appear in an employee's personnel file except as necessary to substantiate the basis for a discharge or suspension from employment.

4. The employee's right to privacy will be protected to the greatest extent possible. A copy of the current Collection Protocol and Testing Procedures will be made available to employees upon request.

Section VIII. REFUSAL TO SUBMIT TO DRUG OR ALCOHOL TEST.

A. Whenever the management representative has authority under this policy to require an employee to submit to a drug or alcohol test and the employee refuses to submit to the test after being so directed, the employee will be presumed to have tested positive.

B. First refusal. In a case in which the employee had not previously refused an order for testing, the employee will be placed on paid administrative leave ~~suspended without pay~~ and directed to participate in an alcohol and drug abuse evaluation arranged and paid for by the County in the manner provided in Section ~~IX VIII~~ ("PROCEDURE FOR RETURN TO WORK AFTER TREATMENT FOLLOWING FIRST POSITIVE TEST OR VIOLATION").

C. Subsequent refusals. In a case in which the employee had previously refused an order for testing, the employee will be placed on paid administrative leave pending an investigation and the employee may be subject to discipline, up to and including termination ~~is subject to immediate discharge from employment.~~

Section IX. PROCEDURE FOR RETURN TO WORK AFTER TREATMENT FOLLOWING FIRST POSITIVE TEST OR VIOLATION.

A. **GENERALLY.** An employee who for the first time receives a positive drug test, a positive alcohol test or is found to have violated a prohibition contained in Section V will not be disciplined for that reason alone. The employee is eligible to return to work as provided in this section after successfully completing a treatment program.

B. PROCEDURE

1. Upon determination that an employee for the first time has received a positive drug test, a positive alcohol test or has been found to have violated a prohibition stated in Section V, the employee will be placed on leave ~~suspended without pay~~. While on leave ~~suspension without pay~~, the employee may use any of their accrued leave time; if the employee has no accrued leave, the leave shall be unpaid ~~vacation or compensatory time if available~~.

2. The employee will be directed to report to a qualified drug and alcohol evaluator for evaluation at a time scheduled by the management representative.

3. On completion of the evaluation, the evaluator delivers a copy of the evaluation and recommended treatment plan, if any, to the management representative.

4. If the evaluator concludes that the employee is currently capable of performing their his/her job, the employee will be returned to work with back pay so long as the employee agrees to abide by any recommended treatment. If the employee does not agree to abide by any recommended treatment, the employee will remain on leave and an investigation will be commenced and the employee may be subject to discipline, up to and including termination ~~not be reinstated~~.

5. If the evaluator concludes that the employee is not currently capable of performing their his/her job, the employee will be required to undergo any treatment plan recommended by the evaluator. If necessary, for treatment, the Sheriff shall grant an unpaid leave of absence for participation in a treatment plan. The employee may use any of their accrued leave time; if the employee has no accrued leave, the leave shall be unpaid.

6. Any treatment shall be at the expense of the employee.

7. As allowed by the treatment program, a ~~The~~ management representative shall monitor the employee's treatment progress and report noncompliance to the Sheriff for further action.

8. Upon satisfactory completion of treatment as determined by the administrator of the treatment program, the employee shall be returned to work. Upon return, the employee shall be reinstated to the same position and salary held prior to being placed on leave suspension.

Section X. SEARCH AND INVESTIGATION. Employees do not have any reasonable expectation of privacy with regard to County systems, equipment, or other property, on County premises or other work sites. When there is reason to believe that an employee may be in violation of this Appendix, YCSO may conduct a search of the workplace, including but not limited to drawers, desks, workstations, lockers, containers, County vehicles, and any County property on County premises or other work sites. Individual employees and their personal effects are not subject to searches without voluntary consent.

~~In order to meet the objectives of this Policy, the YCSO reserves the right to carry out reasonable searches of individual employees and their personal effects when employees are on County property or in a County vehicle. If an employee refuses to cooperate in the search, the refusal will be considered gross insubordination.~~

Section XI. APPLICATION OF GRIEVANCE PROCEDURE. The Union may submit any dispute arising under this testing policy to the Grievance Procedure established in the Collective Bargaining Agreement between the parties.

Section XII. MISCELLANEOUS

A. Each employee shall be required to read this Appendix policy and sign a form acknowledging that the employee has read and understands it.

B. Individual last chance agreements will include treatment plans or other matters pertaining to a particular case.

C. The County will provide access to current information to employees regarding where they can obtain assistance and information about drug and alcohol abuse.

**

LABORATORY TESTING CUTOFFS & METHODS

The following is an explanation of RTL's urine screening and confirmation procedures/cutoff levels. The routine cutoff levels listed below may periodically change.

Screen Reporting Levels and Methods

Confirmation Cutoff Levels and Methods

COMPREHENSIVE PANEL SCREEN

The following list provides screening detail for the Comprehensive Drug Test panel. RTL screens urine specimens by enzyme assay (EA), enzyme immunoassay (EIA), and liquid chromatography-tandem mass spectrometry (LC-MS/MS).

SCREEN REPORTING LEVELS BY PROCEDURE

DRUG	METHOD	CUTOFF
Alcohol (Ethanol)	EA	0.04 g/dL
Amphetamines		
- Amphetamines	EIA	1000 ng/mL
- Methylenedioxyamphetamine (MDA)	LC-MS/MS	250 ng/mL
- Methylenedioxymethamphetamine (MDMA)	LC-MS/MS	250 ng/mL
- Methylenedioxyethylamphetamine (MDEA)	LC-MS/MS	250 ng/mL
Anticonvulsants		
- Carbamazepine and/or Metabolite	LC-MS/MS	100 ng/mL
- Oxcarbazepine Metabolite	LC-MS/MS	100 ng/mL
Antidepressants		
- Amitriptyline/Nortriptyline	LC-MS/MS	100 ng/mL
- Bupropion Metabolite	LC-MS/MS	250 ng/mL
- Citalopram/Escitalopram	LC-MS/MS	150 ng/mL
- Desipramine/Imipramine	LC-MS/MS	100 ng/mL
- Doxepin	LC-MS/MS	100 ng/mL
- Fluoxetine and/or Metabolite	LC-MS/MS	150 ng/mL
- Maprotiline	LC-MS/MS	100 ng/mL
- Paroxetine	LC-MS/MS	150 ng/mL
- Sertraline	LC-MS/MS	150 ng/mL
- Trazodone/Nefazodone and/or Metabolite	LC-MS/MS	Qualitative
- Venlafaxine Metabolite	LC-MS/MS	100 ng/mL
Barbiturates	EIA	200 ng/mL
Benzodiazepines		
- Alprazolam Metabolite	LC-MS/MS	50 ng/mL
- Clonazepam Metabolite	LC-MS/MS	50 ng/mL
- Flunitrazepam Metabolite	LC-MS/MS	50 ng/mL
- Flurazepam Metabolite	LC-MS/MS	50 ng/mL
- Lorazepam	LC-MS/MS	50 ng/mL
- Midazolam Metabolite	LC-MS/MS	50 ng/mL
- Nordiazepam	LC-MS/MS	50 ng/mL
- Oxazepam	LC-MS/MS	50 ng/mL
- Temazepam	LC-MS/MS	50 ng/mL
- Triazolam Metabolite	LC-MS/MS	50 ng/mL
Cocaine	EIA	300 ng/mL

DRUG	METHOD	CUTOFF
Methylphenidate	LC-MS/MS	50 ng/mL
Narcotics/Opiates		
- Buprenorphine	EIA	5 ng/mL
- Butorphanol Metabolite	LC-MS/MS	Qualitative
- Codeine	LC-MS/MS	100 ng/mL
- Fentanyl	LC-MS/MS	5 ng/mL
- Hydrocodone	LC-MS/MS	100 ng/mL
- Hydromorphone	LC-MS/MS	100 ng/mL
- Ketamine Metabolite	LC-MS/MS	25 ng/mL
- Meperidine Metabolite	LC-MS/MS	25 ng/mL
- Methadone	EIA	150 ng/mL
- Morphine	LC-MS/MS	100 ng/mL
- Nalbuphine	LC-MS/MS	100 ng/mL
- Oxycodone/Oxymorphone	LC-MS/MS	50 ng/mL
- Pentazocine	LC-MS/MS	100 ng/mL
- Propoxyphene	EIA	300 ng/mL
- Tramadol and/or Metabolite	LC-MS/MS	100 ng/mL
Phencyclidine (PCP)	EIA	25 ng/mL
Sedative/Hypnotic Agents		
- Carisprodol/Meprobamate	LC-MS/MS	200 ng/mL
- Zolpidem Metabolite	LC-MS/MS	10 ng/mL
THC (Marijuana)	EIA	50 ng/mL

COMPREHENSIVE PANEL CONFIRMATION

The following list provides confirmation detail for the Comprehensive Drug Test panel. RTL confirms urine specimens by gas chromatography-mass spectrometry (GC-MS), liquid chromatography-tandem mass spectrometry (LC-MS/MS) and/or gas chromatography-flame ionization detector (GC-FID).

CONFIRMATION CUTOFF LEVELS BY PROCEDURE

DRUG	METHOD	CUTOFF
Alcohol (Ethanol)	GC-FID	0.02 g/dL
Amphetamines		
- Amphetamine	LC-MS/MS	250 ng/mL
- Methamphetamine	LC-MS/MS	250 ng/mL
- Methylenedioxyamphetamine (MDA)	LC-MS/MS	250 ng/mL
- Methylenedioxymethamphetamine (MDMA)	LC-MS/MS	250 ng/mL
- Methylenedioxyethylamphetamine (MDEA)	LC-MS/MS	250 ng/mL
Anticonvulsants		
- Carbamazepine	GC-MS	100 ng/mL
- 10,11-Dihydroxycarbamazepine	GC-MS	Qualitative
- Oxcarbazepine	GC-MS	100 ng/mL
- 10-Hydroxycarbamazepine	GC-MS	100 ng/mL
Antidepressants		
- Amitriptyline	LC-MS/MS	25 ng/mL
- Nortriptyline	LC-MS/MS	25 ng/mL
- Hydroxybupropion	GC-MS	250 ng/mL
- Citalopram/Escitalopram	GC-MS	150 ng/mL
- Desipramine	LC-MS/MS	25 ng/mL
- Imipramine	LC-MS/MS	25 ng/mL
- Doxepin	LC-MS/MS	25 ng/mL
- Desmethyldoxepin	LC-MS/MS	25 ng/mL

DRUG	METHOD	CUTOFF
- Fluoxetine	GC-MS	150 ng/mL
- Norfluoxetine	GC-MS	150 ng/mL
- Maprotiline	GC-MS	100 ng/mL
- Paroxetine	GC-MS	150 ng/mL
- Sertraline	GC-MS	150 ng/mL
- Norsertaline	GC-MS	150 ng/mL
- mCPP	GC-MS	100 ng/mL
- Hydroxy-mCPP	GC-MS	Qualitative
- Trazodone	GC-MS	Qualitative
- Hydroxytrazodone	GC-MS	Qualitative
- Venlafaxine	LC-MS/MS	100 ng/mL
- O-Desmethylvenlafaxine	LC-MS/MS	100 ng/mL
Barbiturates		
- Amobarbital	GC-MS	200 ng/mL
- Butabarbital	GC-MS	200 ng/mL
- Butalbital	GC-MS	200 ng/mL
- Pentobarbital	GC-MS	200 ng/mL
- Phenobarbital	GC-MS	200 ng/mL
- Secobarbital	GC-MS	200 ng/mL
Benzodiazepines		
- alpha-Hydroxyalprazolam (Alprazolam)	LC-MS/MS	50 ng/mL
- 7-Aminoclonazepam (Clonazepam)	LC-MS/MS	50 ng/mL
- 7-Aminoflunitrazepam (Flunitrazepam)	LC-MS/MS	50 ng/mL
- 2-Hydroxyethyl flurazepam (Flurazepam)	LC-MS/MS	50 ng/mL
- Lorazepam	LC-MS/MS	50 ng/mL
- alpha-Hydroxymidazolam (Midazolam)	LC-MS/MS	50 ng/mL
- Nordiazepam	LC-MS/MS	50 ng/mL
- Oxazepam	LC-MS/MS	50 ng/mL
- Temazepam	LC-MS/MS	50 ng/mL
- alpha-Hydroxytriazolam (Triazolam)	LC-MS/MS	50 ng/mL
Cocaine	LC-MS/MS	100 ng/mL
Methylphenidate	GC-MS	Qualitative
Narcotics/Opiates		
- Buprenorphine	LC-MS/MS	0.5 ng/mL
- Norbuprenorphine	LC-MS/MS	2 ng/mL
- Butorphanol	GC-MS	5 ng/mL
- Hydroxybutorphanol	GC-MS	Qualitative
- Codeine	LC-MS/MS	100 ng/mL
- Fentanyl	GC-MS	5 ng/mL
- Hydrocodone	LC-MS/MS	100 ng/mL
- Hydromorphone	LC-MS/MS	100 ng/mL
- Ketamine	GC-MS	5 ng/mL
- Norketamine	GC-MS	5 ng/mL
- Dehydronorketamine	GC-MS	25 ng/mL
- Normeperidine	GC-MS	50 ng/mL
- Methadone	LC-MS/MS	100 ng/ml
- Methadone Metabolite (EDDP)	LC-MS/MS	100 ng/mL
- Morphine	LC-MS/MS	100 ng/mL
- Nalbuphine	GC-MS	250 ng/mL
- Noroxycodone	LC-MS/MS	50 ng/mL
- Oxycodone	LC-MS/MS	50 ng/mL
- Oxymorphone	LC-MS/MS	50 ng/mL
- Pentazocine	GC-MS	250 ng/mL
- Propoxyphene	GC-MS	200 ng/mL
- Norpropoxyphene	GC-MS	200 ng/mL
- Tramadol	LC-MS/MS	100 ng/mL
- O-Desmethyl-cis-Tramadol	LC-MS/MS	100 ng/mL
Phencyclidine (PCP)	GC-MS	5 ng/mL
Sedative/Hypnotic Agents		
- Carisoprodol	LC-MS/MS	100 ng/mL
- Meprobamate	LC-MS/MS	100 ng/mL

DRUG	METHOD	CUTOFF
- Zolpidem	LC-MS/MS	1 ng/mL
- Carboxyzolpidem	LC-MS/MS	10 ng/mL
THC (Marijuana)		
- THC-COOH (Marijuana)	LC-MS/MS	5 ng/mL
- THC-COOH/Creatinine Ratio	Calculation	

URINALYSIS ADULTERATION EXAMINATION

RTL's Standard Operating Procedures (SOP's) require that each urine specimen be examined for signs of adulteration. This examination includes the following

Physical Examination: Color, excessive foaming, excess sediments, or unusual odor are noted. If adulteration is suspected, this is noted on the final report.

Analytical Examination: Upon request, pH, creatinine (tested by default) and specific gravity are run to aid in determining possible adulteration.

To learn more about RTL's laboratory drug tests call: **800.255.2159**

Drugs of Abuse Testing-Saliva

Contact us online

B.D. 23-424