

GUAM POWER AUTHORITY Standard Operating Procedure	No.: *SOP-129	Effective Date: 05/02/05
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Title: DRUG SCREENING RE-TEST PROCEDURES	Approved By: <i>John M. Benavente</i> John M. Benavente, General Manager	
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I. PURPOSE:

To establish a uniform procedure for handling initial drug screening results of "Negative/Dilute".

II. SCOPE:

This shall apply to all applicants and apprentices considered for pre-employment, transfers, demotions, promotional appointments and apprentice progressions within the Guam Power Authority (GPA). This policy includes post-accident, reasonable suspicion and random drug testing procedures.

III. DRUG RE-TESTING PRODURES:

In accordance with the Drug Free Workplace Policy (DFWP) Standard Operating Procedure Section XIL.R, the General Manager has the discretion to authorize a retest of the original or a different laboratory on the same or new specimen, if he/she determines that the technical standards established for test methods or chain-of-custody procedures were violated in deriving a confirmed "positive" result or has other appropriate cause to warrant a retest.

If GPA receives an initial drug screening test result of "Negative/Dilute", a second test will be conducted under observable conditions. A Human Resources (HR) personnel will contact the individual a second time to report to the laboratory for urinalysis screening. The HR personnel will also contact the laboratory to inform the technician that the individual must be directly observed during the urinalysis screening. This will deter any possible tampering with the urine specimen.

Should a second "Negative/Dilute" result return, the results of the urinalysis screening will be considered a "Negative" result. This Standard Operating Procedure will serve as the General Manager's concurrence to immediately conduct the second drug test.

-Distribution A,B,C

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