

“KEEPING AMERICA’S MINES DRUG AND ALCOHOL FREE’ SUMMIT

December 8, 2004

- Acknowledgements
- Common interests between MSHA, State and employer – stats show an increase in substance abuse and first priority is to maintain a safe work environment
- My background as CONSOL Energy, Inc. Nurse Administrator
- CONSOL mine locations
- Which mines are represented and non-represented
- Number of employees 5000 +
- CONSOL developed a task force in the mid 1980’s to determine:
 1. Who would be tested
 2. Who and how the test would be administered
 3. What test process would be used
 4. Which substances would be tested
 5. Who would administer the test
 6. Who would maintain program internally
 7. Which facilities would act as collection sites
 8. Which lab would be used
 9. Write policy
 10. Develop training for all employees
 11. Develop training for supervisors on how to identify someone under the influence
- CONSOL implemented a substance abuse program in 1987
 1. Post offer
 2. For Cause
 3. Random after a treatment program
- Drugs tested
 1. Amphetamines
 2. Marijuana
 3. Cocaine
 4. Opiates
 5. PCP
- Determined to use a (NIDA) certified lab
- Chain of custody forms
- MRO review of results (an on going challenge is use of Rx meds)
- Policy is MRO + on post-offer - employee not hired
- If MRO + on for cause - employee discharged
- CONSOL has a zero tolerance for substance abuse
- Employees are informed that if they have a substance abuse problem and need assistance CONSOL will provide the assistance. However employee must ask for assistance before management identifies them in a for cause situation

- Employee that is in a substance program - random test for drug and alcohol for one year
- Other challenges
 1. Cleansing agents – how to prevent
 2. How to evaluate and implement a post accident and or random test
- Closing
 1. Today is a great step forward
 2. Lesson learned by myself – a substance program always has areas to monitor and improve
 3. Network – don't reinvent the wheel
 4. Common goal: decrease substance abuse in our work force and keeping our work force safe
 5. Can't find solutions until we have a better idea where the problems are