

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2013

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SENATE BILL 542
PROPOSED COMMITTEE SUBSTITUTE S542-PCS15266-SH-16

Short Title: Drug Testing For LTC Applicants & Employees.

(Public)

Sponsors:

Referred to:

April 1, 2013

1 A BILL TO BE ENTITLED
2 AN ACT TO REQUIRE LONG-TERM CARE FACILITIES TO REQUIRE APPLICANTS
3 FOR EMPLOYMENT AND CERTAIN EMPLOYEES TO SUBMIT TO DRUG
4 TESTING FOR CONTROLLED SUBSTANCES.

5 The General Assembly of North Carolina enacts:

6 SECTION 1. Article 5 of Chapter 131D of the General Statutes is amended by
7 adding a new section to read:

8 **"§ 131D-45. Examination and screening for the presence of controlled substances**
9 **required for applicants for employment in adult care homes.**

10 (a) An offer of employment by an adult care home licensed under this Article to an
11 applicant is conditioned on the applicant's consent to an examination and screening for
12 controlled substances. The examination and screening shall be conducted in accordance with
13 Article 20 of Chapter 95 of the General Statutes. If the results of the applicant's examination
14 and screening indicate the presence of a controlled substance, the adult care home shall not
15 employ the applicant unless the applicant first provides to the adult care home written
16 verification from the applicant's prescribing physician that every controlled substance identified
17 by the examination and screening is prescribed by that physician to treat the applicant's medical
18 or psychological condition. The verification from the physician shall include the name of the
19 controlled substance, the prescribed dosage and frequency, and the condition for which the
20 substance is prescribed. If the result of an applicant's or employee's examination and screening
21 indicates the presence of a controlled substance, the adult care home may require a second
22 examination and screening to verify the results of the prior examination and screening.

23 (b) An adult care home may require random examination and screening for controlled
24 substances as a condition of continued employment. If the adult care home has reasonable
25 grounds to believe that an employee is an abuser of a controlled substance, the adult care home
26 may require that employee to undergo examination and screening for controlled substances as a
27 condition of continued employment.

28 (c) An adult care home and an officer or employee of an adult care home that, in good
29 faith, complies with this section is not liable for the failure of the adult care home to employ or
30 continue the employment of an individual on the basis of the results of an examination and
31 screening of the applicant or employee for controlled substances.

32 (d) An entity and officers and employees of an entity that perform controlled substance
33 examination and screening in accordance with Article 20 of Chapter 95 of the General Statutes
34 shall be immune from civil liability for conducting or failing to conduct the examination and
35 screening if the examination and screening are requested and received in compliance with this
36 section and with Article 20 of Chapter 95 of the General Statutes.



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1 (e) The results of an examination and screening conducted at the request of an adult
2 care home in accordance with this section are confidential and not a public record under
3 Chapter 132 of the General Statutes. The adult care home shall maintain the confidentiality of
4 all information related to the examination and screening of an applicant for employment or an
5 individual currently employed by the adult care home.

6 (f) The cost of the examination and screening for controlled substances conducted
7 pursuant to this section shall be paid by the adult care home."

8 **SECTION 2.** Part 1 of Article 6 of Chapter 131E of the General Statutes is
9 amended by adding a new section to read:

10 **"§ 131E-114.4. Examination and screening for the presence of controlled substances**
11 **required for applicants for employment in nursing homes.**

12 (a) An offer of employment by a nursing home licensed under this Part to an applicant
13 is conditioned on the applicant's consent to an examination and screening for controlled
14 substances. The examination and screening shall be conducted in accordance with Article 20 of
15 Chapter 95 of the General Statutes. If the results of the applicant's examination and screening
16 indicate the presence of a controlled substance, the nursing home shall not employ the applicant
17 unless and until the applicant provides to the nursing home written verification from the
18 applicant's prescribing physician that every controlled substance identified by the examination
19 and screening is prescribed by that physician to treat the applicant's medical or psychological
20 condition. The verification from the physician shall include the name of the controlled
21 substance, the prescribed dosage and frequency, and the condition for which the substance is
22 prescribed. If the result of an applicant's or employee's examination and screening indicates the
23 presence of a controlled substance, the nursing home may require a second examination and
24 screening to verify the results of the prior examination and screening.

25 (b) A nursing home may require random examination and screening for controlled
26 substances as a condition of continued employment. If the nursing home has reasonable
27 grounds to believe that an employee is an abuser of a controlled substance, the nursing home
28 may require that employee to undergo examination and screening for controlled substances as a
29 condition of continued employment.

30 (c) A nursing home and an officer or employee of a nursing home that, in good faith,
31 comply with this section are not liable for the failure of the nursing home to employ or continue
32 the employment of an individual on the basis of the results of an examination and screening of
33 the applicant or employee for controlled substances.

34 (d) An entity and officers and employees of an entity that perform controlled substance
35 examination and screening in accordance with Article 20 of Chapter 95 of the General Statutes
36 shall be immune from civil liability for conducting or failing to conduct the examination and
37 screening if the examination and screening are requested and received in compliance with this
38 section and with Article 20 of Chapter 95 of the General Statutes.

39 (e) The results of an examination and screening conducted at the request of a nursing
40 home in accordance with this section are confidential and not a public record under Chapter
41 132 of the General Statutes. The nursing home shall maintain the confidentiality of all
42 information related to the examination and screening of an applicant for employment or an
43 individual currently employed by the nursing home.

44 (f) The cost of the examination and screening for controlled substances pursuant to this
45 section shall be paid for by the nursing home."

46 **SECTION 3.** This act becomes effective October 1, 2013.