Employment-related drug and alcohol testing

The drug testing world has two primary categories: Department of Transportation (DOT)-regulated and non-DOT. Individuals required to carry a DOT medical card may also be subject to the DOT drug screening rules. If they are, the DOT prescribes exactly when a urine drug screen/breath alcohol test needs to be performed. The rules are clear, which makes them easy to understand and administer.

Non-DOT urine drug testing may cover a variety of circumstances: new hires, reasonable suspicion, post-accident, etc. Testing for alcohol may also be done depending upon the circumstance. The method may take several forms: breath alcohol, part of the urine drug screen or via blood draw.

Minnesota statute contains rules that apply not only to employers, but also to the lab doing the testing. The statute requires the testing lab conduct a confirmatory test on all samples that produce a positive result on an initial screening test. For all samples that produced a positive test result, the lab is required to retain and store the samples for six months. A breath alcohol test doesn’t produce a sample that the lab can retain, so breath testing doesn’t allow the testing lab to meet the requirements of the statute.

Rapid testing is another option available to employers. Five- and 10-panel rapid tests allow us to report definitively to you, in 10 to 15 minutes, whether the specimen is negative for the presence of the five or 10 illegal substances. If it’s non-negative, the specimen goes on to the lab for full analysis.

All complete-package urine drug screening accounts established through HealthPartners include collection, lab analysis and final decision (negative or positive). Our medical review officer is the only one who determines if a specimen is positive. The decision is emailed to the company contact designated when the account was established.

Two of the most commonly misunderstood areas of drug testing are post-accident and work-injury visit testing. Does there need to be an accident? What if there was no bodily harm but damage to company property? What if the employee reported that their wrist hurts due to work and they want to see a physician? First work-injury visit testing is generally automatic; post-accident may or may not be and generally doesn’t involve injury care. Let us know if you’re not sure how your account is set up or if you have questions.
CareLine℠ for after-hours injuries

Customers of HealthPartners Occupational Medicine, Workers’ Comp Case Management and Medical/Dental Plan have access to a unique service for handling after-hours work injuries. CareLine is a telephone triage service staffed by registered nurses. It can be useful for third-shift supervisors when determining if an employee should be taken to the emergency room or seen in a clinic the next day.

Here’s how it works:

• The supervisor calls 888-880-9113.
• A CareLine nurse will speak with employee and determine if the employee needs to be seen immediately. If so, they are directed to the most appropriate resource. If not, the employee will be given care instructions. We normally see these employees in our occupational medicine clinic the next business day.
• Certain conditions (e.g., blood exposures, chest pain) may be beyond the scope of the nurse to assess.

Our occupational medicine clinic accepts patients Monday – Friday, 8 a.m. to 5 p.m.

Meet our team

ELIZABETH ALM, MD
I attended medical school at the University of Minnesota and completed my internship at Hennepin County Medical Center. I completed my residency in Occupational Medicine at HealthPartners Institute for Education and Research.

CHARLES HIPP, MD
I joined Stillwater Medical Group in 1998. As the leader of our Occupational Health Services team, I help with a range of work-related medical concerns, including: work injury care, exposure to chemicals, pre-placement medical exams, disability assessment and DOT and FAA exams. I’m a graduate of the University of Minnesota Medical School and School of Public Health. I completed my postgraduate specialty training in Occupational Medicine at the Mayo Clinic and St. Paul Ramsey Medical Center. I previously worked at the Airport Medical Clinic and am former President of the North Central Occupational Medical Association.

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Occupational Medicine & Urgent Care locations

Stillwater Medical Group
651-275-3330

HealthPartners Clinic – Riverside
952-883-6999, Opt. 1

HealthPartners Clinic – St. Paul
952-883-6999, Opt. 2

HealthPartners Clinic – West
952-883-6999, Opt. 3

HealthPartners Riverway Clinic – Anoka
952-883-6999, Opt. 4

Park Nicollet Clinic – St. Louis Park
952-993-3170

Occupational Medicine locations

HealthPartners Central Minnesota Clinic
320-203-2450