

**ARTICLE 29 -DRUGS AND ALCOHOL**

**Sections 1-4.** [Same as 2020-2024 CBA]

**Section 5.** Threshold Levels Revealed by Testing

The parties have agreed that the following levels shall be determinative in any drug testing administered under this Article.

A. The drugs that will always be screened and the initial and confirmatory test cutoff levels to be used include all that are listed in the Mandatory Guidelines for Federal Workplace Drug Testing Programs established by the Department of Health and Human Services (DHHS) and published in the Federal Register. In January of each calendar year, additional drugs will be included or removed from the drug testing panel as drugs are authorized or deauthorized for use by fire department employees in the course and scope of their duties and for which testing protocols exist. Cut-off levels for any additional drugs will be established by the DHHS-certified testing laboratory. Initially, the additional drugs used in the fire department which will be included for testing are Diazepam and Midazolam (both Benzodiazepines), Ketamine, Fentanyl, and Buprenorphine. Benzodiazepines have Diazepam has an initial cut-off of 300 ng/ml and a confirmatory cut-off of 200 ng/ml. Midazolam has an initial cut-off of 200 ng/ml and a confirmatory cut-off of 100 ng/ml. Ketamine has an initial and confirmatory cut-off level of 100 ng/ml limit of detection. Fentanyl has an initial cut-off of 500 2 pg/ml and a confirmatory cut-off of 300 0.5 pg/ml. Buprenorphine has an initial cut-off of 5 10 ng/ml and a confirmatory cut-off of 2 10 ng/ml. Threshold changes for Daizeepam, Midazolam, Ketamine, Fentanyl, or Buprenorphine that are due to change in vendor or vendor's instrumentation will be implemented only upon mutual written consent by the Department and the Association.

B-D. [Same as 2020-2024 CBA]

**Section 6.** General.

A-D. [Same as 2020-2024 CBA.]

E. A positive test for THCA that is consistent with a validly issued THCA prescription or with the performance of safety sensitive job duties will not be considered a positive test by the City.

F. [Same as 2020-2024 CBA]

**Sections 7-9.** [Same as 2020-2024 CBA]