

Stephen Komninos' Law: Pre-Enrollment Drug Testing

Background

The Stephen Komninos' Law was enacted in 2017. The law requires that a person applying for employment as a Self-Directed Employee in the Division of Developmental Disabilities (DDD) Self-Directed Option consent to drug testing. The testing will be for dangerous controlled substances. Any individual who will not consent to drug testing cannot be considered for hire as a Self-Directed Employee.

The Department of Human Services (DHS) will cover the cost of the drug test. Drug testing will consist of urine screening for the following controlled, dangerous substances:

- Marijuana
- Cocaine
- Opiates - including heroin, codeine/morphine, and prescribed semi-synthetic opioids
- Amphetamines/Methamphetamines, and
- Phencyclidine (PCP)

The law states that an applicant who tests positive for the unlawful use of any controlled dangerous substance is not eligible for hire. If you have a positive drug screen for unlawful use of any controlled dangerous substance you cannot be hired to work in the DDD Self-Directed Option. However, if you test positive, you will be given an opportunity to speak with the Quest Diagnostics' Medical Review Officer (MRO) within 24 hours to discuss any relevant, legitimate medical explanations, such as a current prescription. During this review process, you cannot be hired to work in the DDD Self-Directed Option.

What to Expect

1. Upon confirming your email address after your Enrollment Packet is processed, i3screen, the DHS Drug Testing Vendor, will email a Pre-Enrollment Drug Testing Order to you.
2. The Pre-Enrollment Drug Testing Order requests you to schedule an appointment at one of the Quest Diagnostic medical centers nearest to you, providing this service. Appointments are scheduled through the i3screen portal. The link to the i3screen portal is provided in your email.
3. You will have two (2) business days to make and complete your drug test appointment, so please check your email often during your enrollment period. Failure to keep your scheduled appointment or completing your drug test within the required two (2) business days may be considered a refusal and your enrollment may be suspended.
4. Please note, we will use the e-mail address you provided in your Employee Enrollment Packet to request your Pre-Enrollment Drug Testing Order email. If you'd like to update your e-mail, please call Public Partnerships customer service as soon as possible at 1-844-842-5891.
5. At your appointment, you will be asked to provide a urine sample. Your urine sample will be sent to a regional testing center. Negative results will be provided to the Division of Developmental Disabilities through Public Partnerships within 48 hours. Positive results may take longer.
6. In the event of a positive test result, a Medical Review Officer will contact you to discuss the results. Failure to respond to the MRO within 24 hours will be considered a non-contact positive and your enrollment may be suspended.
7. The Division of Developmental Disabilities through Public Partnerships will suspend your enrollment if your urine sample tests positive. We will notify your employer within five (5) business days.

Training

In addition to Pre-Enrollment Drug Testing, you must complete training on The Stephen Komninos' Law through the College of Direct Supports (CDS) web portal. You will have six (6) months to complete the training upon hire. You will receive your CDS login credentials via e-mail. Your employer must verify that you completed this and other required trainings by signing and submitting the Self-Directed Employee Training Certification Form to Public Partnerships within six (6) months of hire.