

# NORTH CAROLINA CONTROLLED SUBSTANCE EXAMINATION REGULATIONS ACT (CSERA)

## INITIAL NOTICE TO APPLICANTS

In accordance with our company policy, you have been selected for a post-offer controlled substance test. In accordance with 13 NCAC 20.0401, this notice explains your rights and responsibilities under the SCERA and associated administrative rules.

You may refuse this test; however, you will not be considered for the position applied for.

Applicants may be screened by means of a Quick Test. Any positive results must be confirmed by an approved lab using gas chromatography with mass spectrometry (GC/MS), or equivalent scientifically accepted method, before hiring decisions are made.

An approved laboratory must perform confirmation testing of samples.

You can request a retest of any positive sample. Retests must be of the same sample and must be paid by the employee.

You can file a complaint with the N.C. Department of Labor, (919) 807-2796 or 1-800-LABOR-NC, if you believe procedural requirements of the CSERA were violated. The Department has no jurisdiction regarding an employers requirement for controlled substance testing or its decisions regarding results of controlled substance testing.

Applicant Full Name\*:

Date\*:

Signature: \_\_\_\_\_