



Substance Abuse and Mental  
Health Services Administration  
Rockville MD 20857

JAN 2 1997

Dear Colleague:

On behalf of the Interagency Coordinating Group (ICG) Executive Committee composed of the Office of National Drug Control Policy, the Department of Justice, the Office of Personnel Management and the Department of Health and Human Services (hereafter the Committee), I am forwarding the enclosed Policy Guidance concerning California Proposition 215 and Arizona Proposition 200. The Guidance is directed to all Federal agencies, employees and Medical Review Officers (MROs) and is self-explanatory. It was necessitated by the passage of California Proposition 215 and Arizona Proposition 200 in November 1996. The Policy Guidance document is being distributed to all Federal agencies and will be distributed to MRO publications and to the certified labs. Please notify all employees within your agencies and your MROs, and share it as appropriate with your contractors.

As part of the Office of National Drug Control Policy effort to coordinate the responses of all Federal agencies affected by the passage of these two propositions, the Committee worked with the Department of Transportation and other agencies to develop this Policy, which is consistent with other Federal organizations.

If you have any questions about this matter, please direct them to Ron Armstrong on 301-443-6780.

Sincerely,

Joseph H. Autry III, M.D.  
Director  
Division of Workplace Programs

Enclosure

## POLICY GUIDANCE

Last month, California and Arizona passed ballot initiatives which make available to the public a variety of illicit drugs by doctor's prescription or recommendation -- California Proposition 215, marijuana; Arizona Proposition 200, marijuana, heroin, LSD and a variety of other drugs.

To the extent these measures purport to make drugs under Schedule I of the Federal Controlled Substances Act available by a doctor's prescription or recommendation, these measures are inconsistent with Federal law. These drugs have no currently accepted medical use in treatment in the United States.

These initiatives put the safety, health, and security of Federal workers and the American public at risk.

The Federal Drug-Free Workplace Program policies with reference to these initiatives, or other similar initiatives in the future, are as follow:

-The use of any Federal Controlled Substances Act, Schedule I drug, whether for non-medical or ostensible medical purpose, violates Federal law and the Federal Drug-free Workplace Program. It is also inconsistent with the performance of safety-sensitive, health-sensitive, and security-sensitive positions, and with other testing circumstances.

-Medical Review Officers (MROs) shall not accept a prescription, or the verbal or written recommendation of a physician for a Schedule I substance as a legitimate medical explanation for the presence of a Schedule I drug or metabolite in a Federal employee/applicant specimen.

This Policy applies to all Federal agencies. This affects approximately 1.8 million employees in all 50 states and territories as well as those stationed abroad.