

DriverCheck Inc. Comments

RE: REGDOC-2.2.4, Fitness for Duty

Attention: Canadian Nuclear Safety Commission

March 7, 2016

First and foremost, we commend you for taking the initiative to review the policies of the Canadian Nuclear Safety Commission and Fitness for Duty programs. DriverCheck has taken a keen interest over the years and would be a willing participant in review of Fitness for Duty initiatives.

DriverCheck has a wealth of experience with Fitness for Duty, including over a 100 years of combined experience in developing, executing and maintaining policies for Drug and Alcohol testing. DriverCheck was established in 1996, and since then has conducted over 2,000,000 medical tests nationally, representing a variety of industries including Transportation, Mining, Medical, Government, Oil and Gas. With over 5,000 clients, DriverCheck has been at the forefront of drug and alcohol testing, issues and trends, including Medicinal Marijuana in the workplace.

We have reviewed Barbara Butler's submission (Barbara Butlers & Associates Inc. Management Consultants), and suggest that you strongly consider her recommendations.

We also recommend reviewing the policies that are in place for the U.S. Department of Transportation (DOT) – which is considered the gold standard in Fitness for Duty guidelines. It is considered to be the most accurate and most defensible model in North America today.

Specifically, we suggest reviewing the DOT testing program regulations (49 CFR Part 40), and the U.S. Nuclear Regulatory Commission (NRC) testing program regulations (10 CFR Part 26) for guidance. Provisions for oral fluid and hair testing can be made (both currently are under review for eventual inclusion into HHS/SAMHSA U.S. federal government related testing programs, including DOT) There are also alternative testing methods to be considered, including Point of Collection/Care Testing (POCT).

Copies of the aforementioned regulations can be downloaded from the web, in particular, the DOT regulations are available from the ODAPC website.

We believe that you should incorporate all provisions contained within these regulations that are applicable. This includes credentials and certifications of all service providers including, but not limited to, specimen collectors, MROs, HHS certified labs, and Substance Abuse Professions. Oral fluid and hair testing methods can be adopted using best practices for now, and modified to HHS criteria once available.

It is our suggestion that you form a Fitness for Duty advisory panel – specifically mandated to review and develop policies. A team of experienced medical experts who have formulated regulations for Fitness for Duty programs in a variety of industries, will allow for Canadian Nuclear Safety Commission to make educated decisions through due diligence. It would be beneficial to have input from Canadian certified labs and reputable Medical Review Officers reviewing the validity of regulations. We believe that nuclear energy should be at the forefront for safety programs – as the potential for catastrophic disasters doesn't just affect the employee and workplace, but communities, provinces and the entire country.

Thank you for taking the time to go through this process and opportunity to allow open questions and comments. We look forward to the final outcome of this analysis and are willing to answer any questions that you may have.

Sincerely,

DriverCheck Inc.

About DriverCheck Inc.:

Since its inception in 1996, DriverCheck Inc. (DC) has been the leading provider of medical testing and assessments in Canada. Physician-owned and operated, DC has grown to become the largest national provider of workplace medical testing, and was one of the first Third Party Administrators in Canada to offer DOT-regulated alcohol and drug testing. DC's head office is located in the village of Ayr, the heart of Ontario's transportation hub. DC currently serves over 5,000 employers, with access to over 800 testing facilities strategically located across the country, providing easy access to all medical services. As a 'fitness for duty' company, DC's top priority is to provide safety to your organization, staff and workplace.

To learn more about DC, visit www.DriverCheck.ca or call 1 (800) 463-4310.

Medical Team & Experience:

Dr. Chris Page, MD, MRO (AAMRO) – President and Owner

Dr. Chris Page is the founder and President of DriverCheck. He is also one of our Medical Review Officers. After graduating from Queen's University Medical School, he went on to practice emergency medicine full-time in Canada for over twenty years. Dr. Page is also the founder of the Kitchener-Waterloo Urgent Care Clinics focusing on non-emergency primary care. Dr. Page became one of the first Canadian physicians to become a U.S. certified Medical Review Officer and is now widely regarded in the medical, legal, and business circles as an expert in drug and alcohol testing and the U.S. DOT regulations. His role as Medical Director at the Hamilton Methadone Clinic has given him valuable experience in the field of addictions, augmenting his Medical Review practice at DriverCheck.

Dr. Barry Kurtzer, BSc, MD, MRO (AAMRO) – Corporate Medical Director

Dr. Barry Kurtzer has provided Drug and Alcohol Testing Programs and services to Canadian business and industry since 1977, including the introduction of U.S. DOT regulatory testing programs to Canada's trucking sector in 1996. Dr. Kurtzer has testified at arbitration hearings, court cases, Labour Relation Board hearings, and Human Rights Commission hearings, and has provided expert written submissions to Child Custody courts, Workers' Compensation Boards, and private companies in preparation for hearings of various types. Dr. Kurtzer is available to provide expert witness consultation to your company. In addition to Dr. Kurtzer's experience in the field of substance abuse testing, he has also practiced Occupational Medicine since 1977, running a full-scale occupational health clinic in Ontario for 15 years. Dr. Kurtzer has also held a number of Medical Director positions for large and small corporations alike, and he has also served as Chair of the Medical Advisory Group at Toronto-Pearson International Airport, and Occupational Medicine Consultant to the Government of Ontario's workforce. He was recently appointed to the Executive Committee of the Occupational and Environmental Medicine Section of the Ontario Medical Association.

Dr. Melissa Snider-Adler, MD, CCFP, MRO (AAMRO), DABAM – MRO

Dr. Melissa Snider-Adler has been working as a Medical Review Officer for DriverCheck since 2007. She graduated from University of Western Ontario Medical School and practiced family medicine for many years before working in the field of Addiction Medicine. She has worked as Medical Director of several Methadone Clinics and continues to practice in this field. Her interest in Addiction Medicine expanded as she became certified and began working as a Medical Review Officer. Dr. Snider-Adler also works as an assessor for the College of Physicians and Surgeons of Ontario in their Methadone Program. Her ever-growing interest and knowledge in the field of Addiction Medicine has given her valuable experience in the field of substance abuse testing.

Dr. Iris Greenwald, MD, CCFP, MRO (AAMRO), DABAM – MRO

Dr. Iris Greenwald has been working as a Medical Review Officer for DriverCheck since 2007. She graduated from the University of Toronto Medical School, and completed a Family Medicine Residency at Women's College Hospital in Toronto. She practiced family medicine for many years, and developed a strong interest in Addiction Medicine. She is currently working in several Addiction Medicine clinics, with a special interest in Opiate Agonist Treatment. She served as Medical Director for several of these addiction clinics, prior to becoming certified as a Medical Review Officer. Dr. Greenwald sits on both the Assessor's Advisory Group and the Methadone Assessors Committee at the College of Physicians and Surgeons of Ontario.