

For New UAB Medicine Employees (individuals employed by UAB Medicine on or after July 1, 2013).

1. If I transfer employment from UAB to UAB Medicine, does the new hiring policy apply?

Yes. The new hiring policy would apply and employment will be subject to the successful completion of a pre-employment drug screen. If you test positive for nicotine, you will not be hired by UAB Medicine.

2. How will potential applicants know about this policy prior to completing the application?

The policy will be posted on UAB Medicine Careers website (uabmedicine.org/careers) where applicants would search to view open positions at UAB.

3. What does the new hiring policy mean to me if I am applying for a job and a tobacco user?

UAB Medicine does not hire tobacco users and will test for nicotine during a simple drug screen that is part of the pre-employment process.

4. What if I am applying for a part-time position or am being hired through temporary services?

Employment of all new employees will be subject to the successful completion of a pre-employment drug and nicotine screen.

5. What is the drug screening process to test for tobacco use?

Nicotine testing will become part of a pre-employment drug screen, meaning any applicant offered a position will be tested. The nicotine screen will be conducted during the urine drug-screen to detect nicotine in an applicant's system.

6. What if I use nicotine replacement therapies or electronic cigarettes?

Anything that contains nicotine will result in a positive cotinine test, including nicotine replacement products such as patches, inhalers, lozenges, gum, and certain e-cigarettes.

7. Is the test a one-time test, or will drug screens be on going?

At this point in time, UAB Medicine will test for nicotine during a one-time drug screen that is part of the pre-employment process. This is subject to change as UAB Medicine policies change.

8. If I am hired, resign and am rehired at a later date, does the new hiring policy apply?

Yes. The new hiring policy would apply and employment will be subject to the successful completion of a pre-employment drug screen. If you test positive for nicotine, you will not be hired.

9. Who do I contact if I have questions about the new tobacco-free hiring policy?

The tobacco-free hiring policy was approved in order to improve the health of our employees, patients, and community. If you have questions pertaining to the hiring policy, please contact your Human Resources department.