

**From:** [Shen, Hyden \(SAMHSA/CSAP\)](#)  
**To:** [Harris, Paul](#); [Flegel, Ron \(SAMHSA/CSAP\)](#); [mitchell@rti.org](mailto:mitchell@rti.org); [Crumpton, Susan D.](#); [Baummer, Michael \(SAMHSA/CSAP\) \(CTR\)](#); [Belouin, Sean J. \(SAMHSA/CSAP\)](#); [Donovan, Anastasia \(SAMHSA/CSAP\)](#); [Fan, Jennifer \(SAMHSA/CSAP\)](#); [Galvin, Deborah \(SAMHSA/CSAP\)](#); [Grabliauskas, Amanda \(SAMHSA/CSAP\) \(CTR\)](#); [Hayes, Eugene \(SAMHSA/CBHSO\)](#); [Hersh, Giselle \(SAMHSA/CSAP\)](#); [LoDico, Charles P. \(SAMHSA/CSAP\)](#); [Makela, Brian \(SAMHSA/CSAP\)](#); [Sanderson, Coleen D. \(SAMHSA/CSAP\)](#)  
**Cc:** [Kelly, Patrice \(OST\)](#); [Zaleski, Brian](#)  
**Subject:** [External\_Sender] RE: FW: Note on Unions within the Collection facility  
**Date:** Thursday, December 08, 2016 2:14:20 PM  
**Attachments:** [Union Observer DFWP Policy 2013.pdf](#)

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Paul,

Per your request.

Regards,  
Hyden

**Hyden S. Shen, Esq.**  
**Policy Oversight Lead, Federal Drug-Free Workplace Program**  
**Substance Abuse and Mental Health Services Administration**  
**Division of Workplace Programs**  
**5600 Fishers Lane**  
**Room 16NO2A**  
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**From:** Harris, Paul [<mailto:Paul.Harris@nrc.gov>]  
**Sent:** Thursday, December 08, 2016 1:47 PM  
**To:** [Flegel, Ron \(SAMHSA/CSAP\)](#); [mitchell@rti.org](mailto:mitchell@rti.org); [Crumpton, Susan D.](#); [Baummer, Michael \(SAMHSA/CSAP\) \(CTR\)](#); [Belouin, Sean J. \(SAMHSA/CSAP\)](#); [Donovan, Anastasia \(SAMHSA/CSAP\)](#); [Fan, Jennifer \(SAMHSA/CSAP\)](#); [Galvin, Deborah \(SAMHSA/CSAP\)](#); [Grabliauskas, Amanda \(SAMHSA/CSAP\) \(CTR\)](#); [Hayes, Eugene \(SAMHSA/CBHSO\)](#); [Hersh, Giselle \(SAMHSA/CSAP\)](#); [LoDico, Charles P. \(SAMHSA/CSAP\)](#); [Makela, Brian \(SAMHSA/CSAP\)](#); [Sanderson, Coleen D. \(SAMHSA/CSAP\)](#); [Shen, Hyden \(SAMHSA/CSAP\)](#)  
**Cc:** [Kelly, Patrice \(OST\)](#); [Zaleski, Brian](#)  
**Subject:** RE: FW: Note on Unions within the Collection facility

Free first round to whomever gets me the info.





It's important because we are in the mix right developing rulemaking associated with 3<sup>rd</sup>

Party Arbitration of Fitness Determinations and union representation of donors. And I have not intent in setting precedence for others (i.e., DOT, HHS, et. al.). I already copied the DOT FAQ guidance.

R,  
Paul

*Paul Harris*

**U.S. Nuclear Regulatory Commission / Office of Nuclear Security and Incident Response  
Division of Security Policy / Security Programs Support Branch  
Senior Program Manager, Fitness for Duty Programs, Drugs and Alcohol**

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**From:** Flegel, Ron (SAMHSA/CSAP) [<mailto:Ron.Flegel@samhsa.hhs.gov>]

**Sent:** Thursday, December 08, 2016 1:43 PM

**To:** [mitchell@rti.org](mailto:mitchell@rti.org); Crumpton, Susan D. <[sdcd@rti.org](mailto:sdcd@rti.org)>; Baummer, Michael (SAMHSA/CSAP) (CTR) <[Michael.Baummer@samhsa.hhs.gov](mailto:Michael.Baummer@samhsa.hhs.gov)>; Belouin, Sean J. (SAMHSA/CSAP) <[Sean.Belouin@samhsa.hhs.gov](mailto:Sean.Belouin@samhsa.hhs.gov)>; Donovan, Anastasia (SAMHSA/CSAP) <[Anastasia.Donovan@samhsa.hhs.gov](mailto:Anastasia.Donovan@samhsa.hhs.gov)>; Fan, Jennifer (SAMHSA/CSAP) <[Jennifer.Fan@SAMHSA.hhs.gov](mailto:Jennifer.Fan@SAMHSA.hhs.gov)>; Flegel, Ron (SAMHSA/CSAP) <[Ron.Flegel@samhsa.hhs.gov](mailto:Ron.Flegel@samhsa.hhs.gov)>; Galvin, Deborah (SAMHSA/CSAP) <[Deborah.Galvin@samhsa.hhs.gov](mailto:Deborah.Galvin@samhsa.hhs.gov)>; Grabliauskas, Amanda (SAMHSA/CSAP) (CTR) <[Amanda.Grabliauskas@samhsa.hhs.gov](mailto:Amanda.Grabliauskas@samhsa.hhs.gov)>; Hayes, Eugene (SAMHSA/CBHSQ) <[Eugene.Hayes@SAMHSA.hhs.gov](mailto:Eugene.Hayes@SAMHSA.hhs.gov)>; Hersh, Giselle (SAMHSA/CSAP) <[Giselle.Hersh@samhsa.hhs.gov](mailto:Giselle.Hersh@samhsa.hhs.gov)>; LoDico, Charles P. (SAMHSA/CSAP) <[Charles.LoDico@samhsa.hhs.gov](mailto:Charles.LoDico@samhsa.hhs.gov)>; Makela, Brian (SAMHSA/CSAP) <[Brian.Makela@samhsa.hhs.gov](mailto:Brian.Makela@samhsa.hhs.gov)>; Sanderson, Coleen D. (SAMHSA/CSAP) <[Coleen.Sanderson@samhsa.hhs.gov](mailto:Coleen.Sanderson@samhsa.hhs.gov)>; Shen, Hyden (SAMHSA/CSAP) <[hyden.shen@samhsa.hhs.gov](mailto:hyden.shen@samhsa.hhs.gov)>

**Cc:** Harris, Paul <[Paul.Harris@nrc.gov](mailto:Paul.Harris@nrc.gov)>

**Subject:** [External\_Sender] FW: Note on Unions within the Collection facility

To All:

About 2 years ago we dealt with an issue of Unions being able to be at the collection facility and be present during the collection. I am not sure if we wrote a memo or for the record type of memo. Does anyone remember this and do you have the documentation. I am including Paul on this message so please send it directly to him. Thanks.

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**From:** Harris, Paul [<mailto:Paul.Harris@nrc.gov>]

**Sent:** Thursday, December 08, 2016 1:37 PM

**To:** Flegel, Ron (SAMHSA/CSAP)

**Subject:** Note on Unions within the Collection facility

You got it handy to send to me?

*Paul Harris*

**U.S. Nuclear Regulatory Commission / Office of Nuclear Security and Incident Response  
Division of Security Policy / Security Programs Support Branch  
Senior Program Manager, Fitness for Duty Programs, Drugs and Alcohol**

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