A benchmarking survey on the use of Occupational Health Nurses in a warehouse setting and the practice of drug testing all reported injuries.

*Occupational Health Nurse in Warehouse Setting*

1) Do you employ an Occupational Health Nurse in your warehouse?
   - We have 3rd party vendors in some warehouse settings who provide LVN’s or EMTs primarily for first aide and safety programs.
   - No, we have nurse case managers that support those areas but sit in corporate. We do not provide treatment, mainly case management and support.
   - We don’t employ nurses in a facility… but, we have nurse case managers that work for us helping us navigate through workers’ compensation claims as well as anyone who has a non-work related injury/surgery and need help finding doctors, etc. They work for an outside company which we call as needed.
   - No - 9

2) If yes, please provide the following information:
   a) Number of employees per facility
   b) Does the Occupational Health Nurse provide treatment for non-recordable "First Aid Only"?
      - Yes - under guidance of a physician directing for the 3rd party vendor using written triage and first aid protocols.
   c) Does the Occupational Nurse provide follow up after care (suture removal, change dressings, administer eye drops, etc.)?
      - No
   d) Does the Occupational Health Nurse collect urine for drug testing?
      - In some locations
*Drug Testing for Warehouse Injuries*

1) Do you have a program to drug test warehouse employees who report an injury?

- Yes – 8
- Yes. Company-wide. Any claim filed requires a drug test as standard SOP.
- Yes - in most jurisdictions via Union agreements.
- No
- No - we are currently working on a program, we have pre-employment testing only at this point.

2) If yes, please provide the following:
   a) Do you test all reported injuries?
      - No, only if the injury requires medical treatment in a physician’s office.
      - No, only if it requires offsite medical treatment to the team member or another affected team member.
      - Yes - 6
      - Only if they treat – 2

   b) Do you test "First Aid Only"?
      - No – 8
      - Yes if they go to a doctor, even if the doctor only administers First Aid.
      - YES – If First Aid treatment is provided at a medical facility.

   c) Does an Occupational Health Nurse on site collect the sample for testing?
      - No, we have set up local urgent care, hospitals and occupational health facilities to handle this for us. They handle the drug testing and MRO reporting.
      - No, we use an outside vendor - 2
      - No – 6
      - Yes – in some locations

3) Other comments

- We also drug test any associate that damages company property or causes an injury to another associate.