

(II) A COPY OF THE EMPLOYER'S WRITTEN POLICY ON THE USE OR ABUSE OF CONTROLLED DANGEROUS SUBSTANCES OR ALCOHOL BY EMPLOYEES, CONTRACTORS, OR OTHER PERSONS;

(III) IF APPLICABLE, WRITTEN NOTICE OF THE EMPLOYER'S INTENT TO TAKE DISCIPLINARY ACTION, TERMINATE EMPLOYMENT, OR CHANGE THE CONDITIONS OF CONTINUED EMPLOYMENT; AND

(IV) A STATEMENT OR COPY OF THE PROVISIONS SET FORTH IN SUBSECTION (D) OF THIS SECTION PERMITTING AN EMPLOYEE TO REQUEST INDEPENDENT TESTING OF THE SAME SAMPLE FOR VERIFICATION OF THE TEST RESULT.

(2) THE INFORMATION REQUIRED TO BE PROVIDED TO THE EMPLOYEE, CONTRACTOR, OR OTHER PERSON UNDER PARAGRAPH (1) OF THIS SUBSECTION SHALL BE DELIVERED TO THE EMPLOYEE, CONTRACTOR, OR OTHER PERSON:

(I) EITHER IN PERSON OR BY CERTIFIED MAIL; AND

(II) WITHIN 30 DAYS FROM THE DATE THE TEST WAS PERFORMED.

~~(e)~~ (D) (1) [An employee] A PERSON WHO IS REQUIRED TO SUBMIT TO JOB-RELATED TESTING, UNDER SUBSECTION (B) OF THIS SECTION, may request independent testing of the same sample for verification of the test results by a laboratory that:

(i) Holds a permit under this subtitle; or

(ii) If located outside of the State, is certified or otherwise approved under subsection (d) of this section.

(2) The [employee] PERSON shall pay the cost of an independent test conducted under this subsection.

~~(d)~~ (E) (1) The Department of Health and Mental Hygiene shall adopt regulations governing the certification of laboratories that conduct job-related alcohol or controlled dangerous substance testing.

(2) In addition to any other laboratory standards, the regulations shall:

(i) Require that the laboratory comply with the guidelines for laboratory accreditation as set forth by the College of American Pathologists, the U.S. Health Care Financing Administration (HCFA), or any other federal government agency or program designated to certify or approve a laboratory that is acceptable to the Secretary;