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Title: FAQ: Changes to Occupational Medicine Support for Subcontractors

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FAQ: Changes to Occupational Medicine Support for Subcontractors



Q1. What are the key changes to Occupational Medicine (OM) services for LANL subcontractors?

Effective January 12, 2026, the following Occupational Medicine services will no longer be available to subcontractors, including LANL staff augmentation and task order subcontractors:

- Medical surveillance and certification examinations (except for HRP and Beryllium)
- Evaluation of work-related injuries, illnesses and exposures (unless it involves radiologic contamination)
- Return to work and restriction management
- Fitness for Duty
- Access to the Lab's Employee Assistance Program

Q2. What services will continue to be provided to all LANL subcontractors (staff augmentation and task order)?

Occupational Medicine will continue to provide Beryllium medical surveillance, HRP certification services, and management of radiologically contaminated wounds to all subcontractors, as these are critical worker safety and security requirements that are not readily available in the community.

Q3. Why is the Lab making these changes to OM services for subcontractors?

These changes are the result of a comprehensive review of services conducted by Occupational Medicine, Office of General Counsel and Acquisition Services Management over the past year to minimize risk and confusion given the growth in subcontracted work over the past several years.

Q4. Where can subcontractors seek the services no longer provided by LANL Occupational Medicine?

There are at least three occupational medicine groups in New Mexico, and a resource with contact information is available [here](#).

Q5. What if a subcontractor employee has a metal implant and needs clearance to get through the Access Control Office (ACO)?

The subcontractor employee should get a note on medical professional letterhead that states that:

- They have a metal implant
- The anatomical location of the implant
- If the implant is temporary or permanent
- Note: there should be no additional personal health information on the note

The note can be emailed to ta-55-aco@lanl.gov or the subcontractor can provide a hard copy of the note at the ACO, and they will be given a medical implant card.

Q6. What if a subcontractor employee has a medically necessary controlled personal electronic device (PED) that has been prescribed by a medical professional and is needed for medical, disability, or health reasons (e.g., motorized wheelchairs, hearing aids, heart pacemakers, glucose monitors)?

Subcontractors will follow the same process as Laboratory employees. The information has been published on the external supplier webpage.

Q7. What if a subcontractor employee has a work-related wound and the community provider is not familiar with wound management restrictions in radiologically controlled areas?

The subcontractor can give the community provider a copy of the Lab's "OH-DO FSD 001 Wound Management in Areas Controlled for Radioactive Contamination," which can be found [here](#). If the wound is not work related, the subcontractor can manage the wound onsite and should follow the guidance in this document.

Q8. What if a subcontractor employee needs to be fit tested for a respirator?

A Respirator Medical Certification Form has been posted on the external supplier webpage. The subcontractor employee should have the form completed by their community provider and then

email the form to respiratorteam@lanl.gov. Once they have received this form, the LANL OSH respiratory protection team will then continue with the existing process to schedule the subcontractor employee for a fit test.

Q9. If a subcontractor employee is injured while performing Laboratory work, who should they report it to, and where should they go?

The injured worker should immediately report it to their employer, their sponsoring or contract RLM, and then go to the medical provider identified by their employer. The LANL RLM is not required to accompany the subcontractor employee to the community medical provider. Verbal notification should be made immediately to the STR followed by written notification within 24 hours.

Q10. What are the key requirements for subcontractors regarding incident reporting?

- The subcontractor should provide a written accident/incident report to their STR within two working days of the employee injury or illness. Investigation reports are completed on DOE Form 5484.3 and LANL Form 5484 Addendum. These forms are submitted by the STR to injuryillness@lanl.gov.

- If there is a change in medical treatment, or if the employee accrues restricted workdays or lost workdays, an updated LANL Form 5484 Addendum should be submitted to the STR. These updated forms are submitted by the STR to injuryillness@lanl.gov.

Q11. Will the Laboratory still be performing random drug testing as needed for testing designated positions?

Yes, Personnel Assurance is the Laboratory organization that oversees the drug testing program, and this service will continue without any changes. The medical review officer, who provides review services for drug screens, is an Occupational Health employee; however, this service is not considered an Occupational Medicine service and will also continue without any changes.

Q12. Will the Laboratory still perform post-accident drug testing for subcontractors?

Yes, they will. Personnel Assurance should be contacted post-accident to initiate testing.

Q13. What happens if a subcontractor employee tests positive on a drug test?

If an MRO confirmed positive drug test is reported, access to LANL property will be revoked, and the individual's security clearance will be suspended. Any employment decisions remain the responsibility of the subcontractor.

Q14. What if any of the following are reported to Personnel Security regarding a subcontractor employee: arrest, criminal summons (not civil), positive alcohol test, treatment for mental health or medical condition that could pose a safety or security concern or enters a drug or alcohol treatment program?

- Access to LANL property may be revoked, and the individual's security clearance may subject to termination. Any employment decisions or actions related to the individual will remain the responsibility of the subcontractor.
- A Security Review Board (SRB) has been established to review these cases if the supplier intends to try to return the subcontractor employee for LANL work. Email srb_admin@lanl.gov with questions.

Q 15. What if a subcontractor employee is in HRP?

- LANL Occupational Medicine (OM) will continue to perform the annual HRP certification.
- In addition, LANL OM will continue to process medication reporting, return to work and restriction management as they relate directly to HRP work and in accordance with 10 CFR 712.

For example – LANL OM will manage security related restrictions, but not physical restrictions like lifting, carrying, etc....

Q 16. What if a subcontractor employee wants to declare a pregnancy?

- The subcontractor employee should declare their pregnancy with their employer, or the supplier.
- LANL OM will coordinate gathering the hazard exposure/safety related information from Radiation Protection and Industrial Hygiene and provide that information to the subcontractor employee.
- The subcontractor employee should bring that information to their community provider for medical recommendations.

Q17. Who do I contact with additional questions?

Please email procurement@lanl.gov and they will determine who can best address your question.