

CLO - 4-18-14  
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4/18/14

**ARTICLE X (to be numbered later)**

**DRUG AND ALCOHOL TESTING**

**Section 1.** The University may conduct drug or alcohol testing of a GTF when the University has an articulable basis for believing that the GTF's work performance is or has been recently affected to a noticeable degree by consumption of alcohol or a controlled substance while performing job duties or responsibilities. Testing may only be initiated by a GTF supervisor, department or unit head, dean, vice provost or vice president. Tests may include both the initial test and confirmation of a single specimen. The University will pay for such testing. If a GTF wants additional tests conducted, the GTF will pay for the additional tests.

**Section 2.** When the University receives notice of a GTF's positive test, the University may take one or more of the following actions, where appropriate:

- a. Limit the GTF's employment-based access to all or certain University buildings or other property.
- b. Refer the GTF to health, counseling, and testing services, as covered by the GTF Health and Welfare Trust plans and services, to receive confidential assessment, counseling and referral for assistance with their identified drug and/or alcohol problem. A GTF who is not covered by the GTF health plan will be referred to the University Counseling and Testing Center for these services and the other services included above in this section.
- c. Limit the GTF's employment-based access to University owned or controlled property.
- d. Take disciplinary action pursuant to Article 16 of this Agreement.

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**Section 3.** A GTF who refuses a test, or delays providing, adulterates or otherwise compromises a test sample may be subject to discipline pursuant to Article 16 of this Agreement.

**Section 4.** Nothing in this Article shall supersede provisions of the Americans with Disabilities Act or any other applicable statute or regulation.