

UNIVERSITY PROPOSAL

21
2-19-13

ARTICLE 4³

DRUG AND ALCOHOL TESTING

Section 1. The University may conduct drug or alcohol testing of a bargaining unit member when the University has a reasonable, articulable basis for believing that a bargaining unit member is or has been under the influence of alcohol or a controlled substance while performing job duties or responsibilities. A test may include both the initial and confirmation of a single specimen. The University will pay for such testing. If a bargaining unit member wants additional tests conducted, the bargaining unit member will pay for the additional tests.

Section 2. When the University receives notice of a bargaining unit member's positive test, the University will take one or more of the following actions:

- a. Require the bargaining unit member to take accrued leave, or leave without pay if no accrued leave is available.
- b. Limit the bargaining unit member's access to all or certain University buildings or other property.
- c. Mandate that the employee complete an evaluation and all recommended treatment or rehabilitation, and require a last chance agreement.
- d. Take disciplinary action pursuant to Article 18 of this Agreement.

Section 4. A bargaining unit member who refuses a test, or delays providing, adulterates or otherwise compromises a test sample will be terminated from employment pursuant to Article 18 of this Agreement.