UNIVERSITY PROPOSAL

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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.