

Drug Free Workplace Non-Commercial Driver's License Employees

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Ten Steps To Compliance With The Arkansas Municipal League Drug And Alcohol Testing For Non-CDL Employees

Step 1

Participate in the Arkansas Municipal League Legal Defense Program. Member cities that are in the Legal Defense Program and participate in the optional drug testing program are eligible to participate in the Arkansas Municipal League Drug/Alcohol Compliance Testing Program. The cost for participation in the optional drug/alcohol testing program is 20 cents per capita of each city's population. There will be a one-time, once-a-year billing to each city.

Step 2

Adopt an ordinance conforming to AML's sample drug-free workplace ordinance (revised January, 2016). Certain variations may be made as explained in the sample ordinance. (See sample ordinance, page 4)

Step 3

Require that each employee sign a receipt indicating that he or she has been provided a copy of the city's policies on drug and alcohol testing. (The city may provide employees a copy of the ordinance, or reproduce the text of the ordinance as a drug-free policy manual). A sample acknowledgment of receipt form is included in this publication on page 13.

Step 4

Designate two city employees as the "contact persons" who will answer employees' questions concerning drug and alcohol testing. These contact persons will be responsible for receiving and handling all correspondence concerning the city's drug and alcohol policies and procedures, test results and testing times in a confidential manner. The designated contact persons should be readily available to receive test results. The contact persons would also serve as the city's representative to receive information from the AML drug/alcohol testing program administrator.

Step 5

Take steps to ensure that all supervisors with authority to determine reasonable suspicion receive at least 60 minutes of training on alcohol misuse and an additional 60 minutes of training on controlled substance abuse. (For information on training programs contact the AML.)

Step 6

The city's contact persons should send to a'ATEST Consultants, Inc. a list of city employees subject to testing on the form provided in this publication on page 14. The contact person should read and understand the information provided concerning random testing. The list should include the name, social security number and the city department of each employee and must be signed by the contact person. This list must be updated monthly. The list of names will be added to lists from other cities and will comprise the AML Non-DOT Consortium list for random drug and alcohol testing.

Step 7

Set up a separate filing system in which all records and information concerning employee drug and alcohol testing are kept. These records should not be combined with any CDL testing records. All records should be kept in a locked filing cabinet in order to prevent disclosure of information to unauthorized individuals. Remember that employee drug/alcohol testing records are confidential.

Step 8

Compile a resource list of information and assistance about drug and alcohol abuse. Each city government is required to advise all employees who engage in conduct prohibited under the rules of the available resources for evaluation and treatment of alcohol and drug problems. (A listing of resources and information on alcohol and drug abuse treatment centers are available through the AML and a'ATEST.)

Step 9

Arkansas municipalities will receive routine summary reports from the laboratory documenting the results of the controlled substance testing program. The AML may request summary reports from the Arkansas municipalities for statistical reports.

Step 10

Document, document, document! Placing your actions and efforts in written form demonstrates your city's good faith effort to be fair and reasonable with all your employees.

Sample Drug Free Workplace Ordinance

(NON-CDL)

[Note: *text appearing in italics and brackets is explanatory only, and should not be included in the enacted ordinance. Underlined text is optional.*]

ORDINANCE NO. _____

AN ORDINANCE ESTABLISHING A POLICY FOR A DRUG-FREE WORKPLACE

BE IT ORDAINED BY THE CITY COUNCIL OF

_____, ARKANSAS, THAT;

Section 1. Purpose of Policy

The City has a vital interest in providing for the safety and well being of all employees and the public, and maintaining efficiency and productivity in all of its operations. In fulfillment of its responsibilities, the City is committed to the maintenance of a drug and alcohol free workplace.

The City and certain employees who drive commercial motor vehicles are subject to the requirements of federal statutes and implementing regulations issued by the Federal Highway Administration of the U.S. Department of Transportation. However, certain city employees who perform safety and security-sensitive functions are not covered by the foregoing provisions. In addition, the City has an interest in maintaining the efficiency, productivity and well being of employees who do not perform safety or security-sensitive functions. In order to further provide a safe environment for city employees and the public, the City has adopted the following Drug-Free Workplace Policy for those employees who are not covered by federal law.

This policy does not govern or apply to employees who are subject to testing as commercial motor vehicle operators under the foregoing federal law and regulations. They are governed by a separate policy enacted pursuant to that legislation. However, such employees may be tested as authorized by this policy if the circumstances giving rise to such testing do not arise from the employee's operation of a commercial motor vehicle.

Section 2. Policy Statement

(a) All employees must be free from the effects of illegal drugs and alcohol during scheduled working hours as a condition of employment. Drinking alcoholic beverages or using drugs while on duty, on City property, in City vehicles, during breaks or at lunch, or working or reporting for work when impaired by or under the influence of alcohol, or when drugs and/or drug metabolites are present in the employee's system, is strictly prohibited and grounds for disciplinary action up to and including immediate discharge. In addition, employees are subject to disciplinary action up to and including immediate discharge for the unlawful manufacture, distribution, dispensation, possession, concealment or sale of alcohol or drugs while on duty, on City property, in City vehicles, during breaks or at lunch.

(b) The City reserves the right to require employees to submit to urine drug testing and Breathalyzer alcohol testing to determine usage of drugs and/or alcohol as provided below. Employees must submit to all required tests. Any employee who refuses to submit to any required test without a valid medical explanation will be subject to immediate discharge. Refusal to execute any required consent forms, refusal to cooperate regarding the collection of samples, or submission or attempted submission of an adulterated or substituted urine sample shall be deemed refusal to submit to a required test.

(c) The City also reserves the right to require return to duty and follow-up testing as a result of a condition of reinstatement or continued employment in conjunction with or following completion of an approved drug and/or alcohol treatment, counseling or rehabilitation program.

Section 3. Safety and Security-Sensitive Positions Defined

[Note: this section is extremely important! The fourth amendment to the United States Constitution prohibits random drug testing of any employee or official except those holding safety or security sensitive positions].

(a) A safety-sensitive position is one in which a momentary lapse of attention may result in grave and immediate danger to the public. The following positions are considered safety sensitive:

(1) Law enforcement officers who carry firearms and jailers.

(2) Motor vehicle operators who carry passengers including, but not limited to, ambulance drivers, bus or jitney drivers, and drivers who transport other city employees where the operation of a motor vehicle is not incidental to the employee's occupation. For the purposes of this section, a "motor vehicle" is defined as every vehicle which is self-propelled and every vehicle which is propelled by electric motor obtained from overhead trolley wires but not operated upon rails.

(3) Fire department employees and volunteer firefighters who directly participate in fire-fighting activities.

(4) Medical personnel with direct patient care responsibilities including physicians, nurses, surgical scrub technicians, emergency medical technicians and trainees, medical and nurses assistants.

(5) Mechanics, welders and sheet metal workers who work on vehicles designed to carry passengers such as buses, ambulances, police cruisers, vans, aircraft, and the like.

(6) Lifeguards, emergency medical technicians, emergency services dispatchers, and rescue workers.

(7) Operators of heavy equipment, including front-end loaders, trucks, and riding lawn mowers, or other similar equipment, where the equipment is used around individuals, alongside the public right of way, or on public roads.

(8) Waste water treatment plant operators, and water treatment operators.

(9) Other employees whose duties meet the definition of safety or security sensitive after consultation with and approval by the Arkansas Municipal League, and where the operation of a motor vehicle is not incidental to the employee's occupation.

(b) A security sensitive position includes

(1) any police officer, jailer, police dispatcher and police department employee, including clerical workers, having access to information concerning ongoing criminal investigations and criminal cases, which information could, if revealed, compromise, hinder or prejudice the investigation or prosecution of the case.

(2) the City also considers law enforcement officers as holding security-sensitive positions by reason of their duty to enforce the laws pertaining to the use of illegal substances. Officers who themselves use such substances may be unsympathetic to the enforcement of the law and subject to blackmail and bribery.

[Note: SECTION 3 lists safety-sensitive employees for which the Arkansas Municipal League provides coverage. Additional positions may be added after consultation with and approval by the League. The city shall submit a written job description of any such additional employee to the Arkansas Municipal League along with a request for coverage.]

Section 4. Drug-Free Awareness Program/Education and Training

The City will establish a Drug-Free Awareness Program to assist employees to understand and avoid the perils of drug and alcohol abuse. The City will use this program in an ongoing educational effort to prevent and eliminate drug and alcohol abuse that may affect the workplace.

The City's Drug-Free Awareness Program will inform employees about: (1) the dangers of drug and alcohol abuse in the workplace; (2) the City's policy of maintaining a drug and alcohol free workplace; (3) the availability of drug and alcohol treatment, counseling and rehabilitation programs; and (4) the penalties that may be imposed upon employees for drug and alcohol abuse violations.

As part of the Drug-Free Awareness Program, the City shall provide educational materials that explain the City's policies and procedures. Employees shall be provided with information concerning the effects of alcohol and drug use on an individual's health, work and personal life; signs and symptoms of an alcohol or drug problem; and available methods of intervening when an alcohol or drug problem is suspected, including confrontation and/or referral to management.

Supervisors who may be asked to determine whether reasonable suspicion exists to require an employee to undergo drug and/or alcohol testing shall receive at least 60 minutes of training on alcohol misuse and 60 minutes of training on drug use. The training shall cover the physical, behavioral, speech, and performance indicators of probable alcohol misuse and drug use.

Section 5. Prohibited Substances/Legal Drugs/Unauthorized Items

(a) Prohibited Substances. Alcoholic beverages and drugs are considered to be prohibited substances in the workplace. For purposes of this policy, the term "drugs" includes controlled substances (as identified in Schedules I through V of Section 202 of the Controlled Substances Act, 21 USC § 812, and the regulations promulgated thereunder, as defined in the Uniform Controlled Substances Act, Ark. Code Ann. § 5-64-201 *et seq.*, or as defined by federal and state law), including synthetic narcotics, designer drugs, and prescription drugs, excepting: prescription drugs approved by and used in accordance with the directions of the employee's physician.

(b) The abuse, overmedication, inappropriate consumption, or mistreatment of prescription drugs approved by the employee's physician is considered to be the abuse of "drugs" as stated in § 5(a) of this Ordinance.

(c) Legal Drugs. The appropriate use of prescription drugs and over-the-counter medications is not prohibited. Any employee using a prescription drug should consult with his/her physician and pharmacist regarding the effects of the drug. Employees should read all labels carefully.

(d) Unauthorized Items. Employees may not have any unauthorized items in their possession or in any area used by them or under their control. Unauthorized items include, but are not limited to, alcoholic beverage containers and drug paraphernalia.

Section 6. Use of Alcohol and Drugs/Prohibited Conduct

All employees covered under this policy are subject to the following prohibitions regarding the use of alcohol and drugs (controlled substances):

(1) Employees shall not report for duty or remain on duty while impaired by the consumption of alcohol. An employee will be deemed to be impaired by alcohol if that employee has a blood alcohol concentration of 0.04% or greater.

(2) Employees shall not consume alcohol while on duty.

(3) Employees required to undergo post-accident testing shall not use alcohol for 8 hours following the accident, or until they undergo a post-accident alcohol test.

(4) Employees shall submit to all authorized drug or alcohol tests.

(5) Employees shall not report for duty or remain on duty while under the influence of any controlled substance, except when the use thereof is pursuant to the instructions of a licensed physician who has advised the employee that the effect of the substance on the employee does not pose a significant risk of substantial harm to the employee or others in light of his/her normal job duties.

(6) Employees shall not abuse, knowingly overmedicate, inappropriately consume, or otherwise mis-treat any prescription drugs approved by the employee's physician.

(7) Employees shall not possess, smoke, or otherwise use medical marijuana while on city premises or while on duty.

In addition, subject to disciplinary rules set forth below, employees who are found to have an alcohol concentration of 0.02% or greater, but less than 0.04%, in any authorized alcohol test shall be removed from duty, and may not return to duty until the start of the employee's next regularly scheduled shift, but not less than 24 hours following administration of the test.

The foregoing rules shall apply to all employees and shall apply while on duty, during periods when they are on breaks or at lunch, or not performing safety or security sensitive functions.

Section 7. When Drug and Alcohol Testing May Be Required of All Employees

Employees (and applicants) covered by this policy shall be required to submit to urine testing for use of prohibited drugs and/or Breathalyzer alcohol testing in the following circumstances:

(a) When the city has reasonable suspicion that an employee has violated any of the above prohibitions regarding use of alcohol or drugs.

For purposes of this rule, reasonable suspicion shall be based on specific, contemporaneous, articulable observations concerning the appearance, behavior, speech or body odors of the employee. The required observations must be made by a supervisor or city official or employee who is trained in detecting the signs and symptoms of misuse of alcohol and drug use.

(b) Return to duty testing is required after an employee has engaged in any of the above prohibitions concerning use of alcohol or drugs, unless the violation results in termination.

(c) As part of a pre-employment physical examination after a conditional job offer has been made, a fitness for duty physical examination, or any other lawful required periodic physical examination. Non-safety and non-security sensitive positions will not be required to undergo a pre-employment drug or alcohol test unless the applicant is otherwise required to undergo a pre-employment physical examination after a conditional job offer has been extended to the employee.

(d) When the City management has a reasonable suspicion based on observations or credible information submitted to the City, that the employee is currently using, impaired by or under the influence of drugs or alcohol.

(e) When an employee suffers an on-the-job injury or following a serious or potentially serious accident or incident in which safety precautions were violated, equipment or property was damaged, an employee or other person was injured, or careless acts were performed by the employee. Such testing will be required of non-safety sensitive employees only when such factors, when taken alone or in combination with other factors, give rise to reasonable suspicion that the employee may be under the influence of drugs or alcohol.

(f) As part of a return to duty or follow-up drug and/or alcohol test required under an agreement allowing an employee to return to duty following disciplinary action for a positive drug and/or alcohol test, or as the result of a condition of continued employment or reinstatement in conjunction with or following completion of an approved drug and/or alcohol treatment, counseling or rehabilitation program.

In order to return to duty, an employee who has a positive drug or alcohol test (i.e. a verified positive drug test or an alcohol test indicating an alcohol concentration of 0.04 or greater) must have a verified negative drug test and/or an alcohol test indicating an alcohol concentration of less than 0.02, and be evaluated and released by a substance abuse professional (SAP). In addition, the employee shall be subject to follow-up testing for a period not to exceed 24 months from the date of the employee's return to duty, in accordance with an SAP's recommendations. (The City also reserves the right to require return to duty and follow-up testing of an employee who has an alcohol test indicating an alcohol concentration of 0.02 or greater, but less than 0.04, based on an SAP's recommendations.)

(g) When any prohibited drug or alcoholic beverage, is found in an employee's possession.

(h) When the laboratory values in any authorized drug test indicated the need for additional testing, as determined by the Medical Review Officer (MRO), or where any authorized drug test must be canceled due to a collection, chain of custody or other procedural problem.

[Note: SECTION 7 dealing with reasonable suspicion requires observation by a person trained in recognizing signs of substance abuse. However, if possible it is recommended that the ordinance specify that testing based on reasonable suspicion be done only when verified by two such persons.]

Section 8. When Drug and Alcohol Testing May Be Required of Employees Holding Safety and Security-Sensitive Positions

Employees in (and applicants for) safety and security-sensitive positions shall be required to submit to urine testing for use of prohibited drugs and/or Breathalyzer alcohol testing in the foregoing and in the following circumstances:

(a) When a safety-sensitive employee is involved in an accident involving a motor vehicle on a public road, and the employee's position is safety-sensitive because it involves driving a motor vehicle.

(b) Random testing for drugs (but not alcohol) will be conducted. In order to treat all employees as equally as possible, and to maintain consistency in the administration of its efforts to maintain a drug-free workplace, random testing under this policy will be governed by 49 U.S.C. § 31306 and implementing regulations to the extent that it is lawful and feasible to do so. Further guidance must be found in *The Omnibus Transportation Employee Testing Act of 1991 - Steps to Compliance for Arkansas Municipalities*, published by the Arkansas Municipal League.

Section 9. Disciplinary Action

(a) Employees may be subject to disciplinary action, up to and including discharge, for any of the following infractions:

(1) Refusal to submit to an authorized drug or alcohol test. Refusal to submit to testing means that the employee fails to provide an adequate urine or breath sample for testing without a valid medical explanation after he/she has received notice of the requirement to be tested, or engages in conduct that clearly obstructs the testing process. Refusal to submit to testing includes, but is not limited to, refusal to execute any required consent forms, refusal to cooperate regarding the collection of samples, and/or submission or attempted submission of an adulterated or substituted urine sample.

(2) Drinking alcoholic beverages or using drugs while on duty, on City property, in City vehicles, during breaks or at lunch.

(3) Unlawful manufacture, distribution, dispensation, possession, concealment or sale of any prohibited substance, including an alcoholic beverage, while on duty, on City property, in City vehicles, during breaks or at lunch.

(4) Any criminal drug statute conviction and/or failure to notify the City of such conviction within five [5] days.

(5) Refusal to cooperate in a search.

(6) Having an alcohol concentration of 0.04% or greater in any authorized alcohol test.

(7) Testing positive for drugs and/or their metabolites in any authorized drug test. Except, employees authorized to use medical marijuana under the Arkansas Medical Marijuana Amendment are not subject to discipline solely because of a positive test for marijuana.

Although the foregoing infractions will ordinarily result in discharge regardless of the employee's position, the City reserves the right to consider extenuating circumstances and impose lesser discipline when such action is deemed appropriate.

*[Note: the following underlined language in Section 9 is optional. The penalty for a positive test may be determined by each local government and **may** include immediate termination. However, the AML financial commitment **does not include** return to duty or follow up testing. The AML financial commitment also **does not include** the cost for in-patient or out-patient professional counseling or treatment for substance abuse. Thus, if the city adopts the following provisions, it must decide whether it will pay those expenses or require the employee to pay them.]*

(b) In order to be re-employed following completion of a suspension for a positive drug or alcohol test, the employee must undergo and pass a return to duty drug and/or alcohol test, and be evaluated and released by an SAP.

The City will schedule the return to duty drug and/or alcohol test and the evaluation by an SAP to avoid any lost work time beyond the period of the suspension. The employee will remain on disciplinary suspension, without pay, until the City has received written notice that the employee has passed the return to duty drug test (and/or notice from the collection site that the employee had an alcohol concentration of less than 0.02 in the return to duty alcohol test) and written notice from an SAP that the employee has been released to return to duty. However, the employee may use accumulated leave time between the end of the original suspension and being released to return to work.

If the employee tests positive for any drug or has an alcohol concentration of 0.02 or greater in any subsequent test, he/she shall be subject to discharge.

(c) Rehabilitation and Additional Testing. In cases where an employee receives disciplinary action other than discharge for a drug and/or alcohol related infraction, the following procedures shall also apply:

(1) The City may require the employee to participate in an approved treatment, counseling or rehabilitation program for drug and/or alcohol abuse at the time discipline is imposed, based on the recommendations of an SAP.

(2) If the employee is required to enroll in such a program, his/her reinstatement or continued employment shall be contingent upon successful completion of the program and remaining drug and alcohol free for its duration.

The employee must submit to any drug and/or alcohol testing administered as part of the program, and provide the City with the results of such tests. The employee must also provide the City with progress reports from his/her therapist, or the agency running the program, on at least a monthly basis. (Failure to provide such reports or the results of such tests may result in discipline up to and including termination.)

(3) An employee who has been identified as needing assistance in resolving problems associated with use of drugs and/or misuse of alcohol may be administered unannounced follow-up drug and/or alcohol tests for a period of up to 24 months.

Section 10. Employment Status Pending Receipt of Test Results

In addition to appropriate disciplinary measures, including suspension, which may be taken in response to the incident or course of conduct which gave rise to the test, the City reserves the right to decide whether the incident or course of conduct prompting the test is of such a nature that the employee should not be put back to work until the test results are received. If such a decision is made, the employee will be suspended without pay. Where the test result is negative, the employee will be reinstated with back pay, provided the employee has not been given an appropriate disciplinary suspension for violation of another work rule which also covers the time missed waiting for the test results.

Section 11. Voluntary Drug and Alcohol Rehabilitation

If an employee who is not otherwise subject to disciplinary action for use of drugs and/or alcohol voluntarily admits that he/she has a drug and/or alcohol abuse problem, the Mayor or City Manager (or his/her designee) will meet with the employee to discuss the various treatment, counseling and rehabilitation options that are available. For purposes of this section, an employee's admission to having a drug and/or alcohol abuse problem will not be defined as "voluntary" if it is made after the employee learns that he or she has been selected for a random drug test.

These options may include allowing the employee to continue working while receiving outpatient treatment, counseling or rehabilitation in an approved drug and/or alcohol abuse program, or placing the employee on a medical leave of absence while he/she is receiving treatment, counseling or rehabilitation in an approved inpatient or outpatient drug and/or alcohol abuse program.

When an employee voluntarily admits that he/she has a drug and/or alcohol abuse problem, the City shall have the right to require the employee to be evaluated by an SAP and/or submit to drug and/or alcohol testing prior to deciding what action is appropriate. No disciplinary action will be taken by the City against an employee who voluntarily admits that he/she has a drug and/or alcohol abuse problem in the situation described above. However, the City shall have the following rights in such a situation:

(1) The employee may be required to enroll in and successfully complete an approved inpatient or outpatient drug and/or alcohol abuse program, and remain drug and alcohol free for its duration as a condition of reinstatement or continued employment. However, the city will not be responsible for financial obligations associated with treatment.

(2) If the employee is required to enroll in such a program, he/she must submit to any drug and/or alcohol tests administered as part of the program, and provide the City with the results of such tests. The employee must also provide the City with progress reports from his/her therapist, or the agency running the program, on at least a monthly basis. (Failure to provide such reports or the results of such tests will result in discipline up to and including termination.)

(3) The employee shall be required to agree to be subject to unannounced follow-up drug and/or alcohol tests, at the City's discretion, for a period of up to 24 months.

[Note: Section 11 is optional. However, as stated in the notes to Section 9, the Arkansas Municipal League does not provide funding for treatment, counseling, follow-up, or return-to-duty testing.]

Arkansas Municipal League

Drug And Alcohol Compliance Testing Reasonable Suspicion Verification Form (Non-CDL)

Employee Name: _____

Social Security Number: _____

City of: _____ Department: _____

Observation

Date: _____ Time (from _____ am/pm to _____ am/pm)

Location: _____ / _____ / _____ / _____
Street City State Zip

The above-named employee was observed by me to exhibit the following:

Behavior: (Speech)

Normal Incoherent Slurred Confused Slowed

Other: _____

Awareness:

Normal Confused/Disoriented Mood Swings

Unusually Aggressive Behavior Drowsiness or Sleepiness

Other : _____

Appearance and/or Odors:

Normal Disheveled/Unkept Dilated/Constricted Pupils Dry Mouth Symptoms

Puncture Marks Alcohol on Breath Flushed Bloodshot Eyes Profuse Sweating

Tremors Runny Nose/Sores

Other: _____

Motor Skills:

Lack of Coordination/Falling, Swaying, Staggering, Stumbling

Unexplained Work-related Accident or Injury Unsafe Actions

Other: _____

Were drugs or drug paraphernalia observed? Yes No

Other Observed Actions or Behavior (Specify): _____

In my opinion, this behavior is interfering with the above-named employee's ability to perform his/her duties.

* _____
Supervisor's Signature

Date/Time

Witness

Date/Time

Mayor/Personnel Director Contacted

Date/Time

City Attorney Contacted

Date/Time

* By signing this form, I further certify that I have received a minimum of one hour training in both alcohol use and controlled substance abuse in accordance with Federal Motor Carrier Safety Regulations, Title 49, C.F.R. Part 40, Section 382.603.

Arkansas Municipal League

Sample Informed Consent And Release Of Liability

DOCUMENT FOR USE WITH DRUG OR ALCOHOL TESTING (NON-CDL)

Informed Consent and Release of Liability

I UNDERSTAND that according to the City of _____'s Drug and Alcohol Policy, which I have read and understand, I may be required to undergo testing procedures, including, but not limited to, urine, saliva, hair or blood analysis, or breath testing.

THE PURPOSE of this testing is to determine the absence or presence of drugs or alcohol.

I CONSENT freely and voluntarily to any such drug and alcohol testing that the City conducts pursuant to its Drug and Alcohol Testing Policy. I hereby release and hold harmless the City of _____ and its employees and agents from any liability whatsoever arising from its drug testing program.

I UNDERSTAND a documented chain of specimen custody exists to ensure the identity and integrity of my specimens throughout this collection and testing process.

I UNDERSTAND that refusal to submit to any required test without a valid medical explanation may result in immediate discharge from my employment. Refusal to execute any required consent forms, refusal to cooperate regarding the collection of samples, or submission or attempted submission of an adulterated or substituted urine sample shall be deemed refusal to submit to a required test.

Applicant/Employee (Print name)

Social Security Number

Signature

Date

Badge Number

Parent/Guardian (for minors, print name)

Parent/Guardian Signature

Witness

(Print name)

Position

Signature

Date

Arkansas Municipal League

Non-CDL Employees Subject to Random Drug Testing

Safety-Sensitive Positions

(a) A safety-sensitive position is one in which a momentary lapse of attention may result in grave and immediate danger to the public. The following positions are considered safety sensitive:

- (1) Law enforcement officers who carry firearms and jailers.
- (2) Motor vehicle operators who carry passengers, including, but not limited to, ambulance drivers, bus or jitney drivers, and drivers who transport other city employees.
- (3) Fire department employees who directly participate in fire-fighting activities (*volunteer firefighters may now be included at the city's option*).
- (4) Medical personnel with direct patient care responsibilities including physicians, nurses, surgical scrub technicians, emergency medical technicians and trainees, medical and nurses assistants.
- (5) Mechanics, welders and sheet metal workers who work on vehicles designed to carry passengers such as buses, ambulances, police cruisers, vans and the like.
- (6) Lifeguards, emergency medical technicians, emergency services dispatchers, and rescue workers.
- (7) Operators of heavy equipment, including front-end loaders, trucks, and riding lawn mowers, or other similar equipment, where the equipment is used around individuals, alongside the public right of way, or on public roads.
- (8) Waste water treatment operators, and water treatment operators.

Security-Sensitive Positions

(1) Any police officer, jailer, police dispatcher and police department employee, including clerical workers, having access to information concerning ongoing criminal investigations and criminal cases, which information could, if revealed, compromise, hinder or prejudice the investigation or prosecution of the case.

(2) Law enforcement officers may also be considered security-sensitive by reason of their duty to enforce the laws pertaining to the use of illegal substances. Officers who themselves use such substances may be unsympathetic to the enforcement of the law and subject to blackmail and bribery.

Arkansas Municipal League

Examples of Employees Who Are *Not* Subject to Random Testing

- Administrative Assistant or Secretary
- Animal control officer
- Attorneys
- Building inspector
- Elected officials
- Fire dispatcher
- Janitor
- Laborer
- Office worker/file clerk (non-police)
- Utility managers and workers, meter readers, etc.
- Any other employee who is not safety or security-sensitive as defined above.

Important: The Fourth Amendment to the United States Constitution prohibits randomly testing employees whose positions are not safety or security-sensitive

Examples of Evidence that an Employee is Under the Influence

- Symptoms of the employee's speech, walking, standing, physical dexterity, agility, coordination, actions, movement, demeanor, appearance, clothing, odor, or other irrational or unusual behavior that are inconsistent with the usual conduct of the employee;
- Negligence or carelessness in operating equipment, machinery, or production or manufacturing processes;
- Disregard for safety;
- Involvement in an accident that results in:
 - (a) Damage to equipment, machinery, or property;
 - (b) Disruption of a production or manufacturing process; or
 - (c) An injury; or
- Other symptoms causing a reasonable suspicion that the current use of drugs may negatively impact the performance of the job duties or tasks or constitute a threat to health or safety.¹

¹ These examples are contained in the Arkansas Medical Marijuana Amendment, and this type of evidence maybe used to demonstrate an employee was under the influence of marijuana during business hours. It provides helpful evidence examples for other types of drug use as well. Ark. Const. amend. XCVIII, § 2.



Arkansas Municipal League
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501-374-3484
www.arml.org

Drug Free Workplace
Non-Commercial Driver's License Employees