

Drug - Free Workplace



Substance abuse in the workplace can be a detriment to production, employee morale, quality, insurance costs and safety. Eliminating drug abuse in the workplace is just good for business.

Both the Federal and state of California have Drug-Free Workplace Acts. If your business enters into a contract with the federal government or the state of California then you must submit to the federal or state agency issuing the contract a written program that describes the measures taken by your business to provide a drug-free workplace. For more information on meeting federal and state Drug-Free Workplace Act requirements go to the following websites:

Federal and State Resources

U.S. Department of Labor - <http://www.dol.gov/elaws/asp/drugfree/screen4.htm>

Frances Perkins Building

1-866-4-USA-DOL

200 Constitution Avenue, NW

TTY: 1-877-889-5627

Washington, DC 20210

U.S. Department of Health and Human Services - <http://www.drugfreeworkplace.gov/>

Division of Workplace Programs

Center for Substance Abuse Prevention

Substance Abuse and Mental Health Service Administration

Room 2-1035

1 Choke Cherry Road

Rockville, Maryland 20857

Phone: 240-276-2600

Fax: 240-276-2610

State of California

<http://www.leginfo.ca.gov/cgi-bin/calawquery?codesection=gov&codebody=&hits=20>

(Government Labor Codes 8350 – 8357)

In 1991, the Department of Transportation issued specific drug and alcohol testing regulations for transportation employees in aviation, trucking, railroads, mass transit, pipelines and other transportation industries. For information pertaining to these testing regulations go to the following Internet address: <http://www.dot.gov/ost/dapc/>.

Other Resources

California Chamber of Commerce sells the California Labor Law Digest that outlines major aspects of implementing a drug free workplace program that employers need to consider: <http://www.calbizcentral.com/store/category/pages/employmentlaw.aspx>

Consult with legal counsel before implementing a drug-testing program to ensure legal issues for testing are followed.