

GROUNDS FOR ALCOHOL AND/OR DRUG TESTING

	Teamsters	WFSE (safety sensitive)	Coalition (safety sensitive)	Non-represented
Pre-Employment	May be required prior to employment in a position covered by the Teamsters CBA	May be required prior to employment in a position covered by the WFSE CBA	May be required prior to employment in a position covered by the Coalition CBA	May be required for applicants and/or employees who have been provisionally approved for promotion to an exempt position
Post-Accident	May be required when the employee is involved in an accident that occurs within the scope of his/her employment	May be required per the WFSE CBA	May be conducted when a work related incident has occurred involving actual or potential death, serious bodily injury, or significant property/environmental damage	
Post-Shooting	Will be required when the discharge of a weapon results in bodily injury or death May be required when the employee has discharged a weapon	Will be required when the discharge of a weapon results in bodily injury or death May be required when the employee has discharged a weapon	Will be required when the discharge of a weapon results in bodily injury or death May be conducted for any shooting incident involving accidental discharge of a firearm	
Reasonable Suspicion	May be required per the Teamsters CBA	May be required per the WFSE CBA	May be required per the Coalition CBA	May be required per DOC 850.150