

BULLETIN

NO.: 19-127
DATE: July 24, 2019
TO: All Personnel
FROM: Kevin Ester, Assistant Fire Chief, Business Operations
SUBJECT: Random Drug Test Reminder

For those employees' subject to random drug testing (RDT) under a Memorandum of Understanding (MOU), you're reminded that you are responsible for your decisions and actions that may influence those drug screening results.

For instance, the availability and use of "CBD" products is becoming more and more widespread. While the CBD manufacturer and product labels may claim they contain no tetrahydrocannabinol (THC), there is currently no federal standards or oversight in their production. And while the product may claim to have no THC, that statement is proving to be less than reliable and resulting in negative consequences in our organization. With no way to differentiate how the THC got into a person's system, any detection of THC will result in an RDT failure and be treated as such. It does not matter how a substance gets into your system, its very presence in an RDT will result in discipline, up to and including termination.

You are encouraged to review your MOU for further information. Related MOU Article # is listed below:

- Local 127, Article 59
- Local 145, Article 57
- Local 911, Article 75
- MEA, Article 79

It is important that supervisors follow the notification timing requirements in specific MOU's. If you have questions about any part of an RDT process, push them up your chain of command immediately for resolution.

Contact your respective supervisor or labor group with questions.