

ARTICLE XVI
ALCOHOL AND DRUG ABUSE PREVENTION

1. SECTION 1: Employees should familiarize themselves with
2. the Fort Bragg negotiated Alcohol and/or Drug
3. Consumption Policy.

4. SECTION 2. The Alcohol and Drug Addiction Prevention
5. and Control Program (ADAPCP) provides procedures by
6. which an employee with alcohol or other drug related
7. problems is offered rehabilitation assistance.
8. Initiation of adverse actions for absenteeism,
9. misconduct and marginal or unsatisfactory job
10. performance related to alcohol or other drug abuse may
11. be postponed for 90 consecutive days only for employees
12. who are enrolled and satisfactorily progressing in an
13. approved alcohol/drug program unless retention in a
14. duty status might result in damage or loss of
15. Government property or funds, personal injury to the
16. employee or others, or adversely affect national
17. security. Once an adverse action has been initiated
18. against an employee who previously refused
19. rehabilitation assistance, the proposed adverse action
20. need not be delayed as a result of the employee's
21. subsequent request for rehabilitation.

22. SECTION 3. When a supervisor, through daily job
23. contact, observes that an employee is experiencing
24. difficulties in maintaining their job performance and
25. believes that such difficulties are related to alcohol and
26. drug abuse, the supervisor should notify Alcohol & Drug
27. Abuse Prevention and Control Program (ADAPCP) and arrange
28. for the employee to be offered confidential assistance and
29. services in accordance with appropriate regulation. The
30. employee involved may also contact the ADAPCP on a direct
31. referral basis.