

## CHAPTER 41

### DRUG TESTING AND USE OF ALCOHOL

#### 41-1. GENERAL.

a. Alcohol and/or other illegal drugs are a significant health hazard and are counterproductive to employee efficiency.

b. Alcohol and/or illegal drug use while on duty, or one hour prior to reporting to any period of duty is a safety hazard to the user and to others present in the work place. (Additional information can be obtained from the Fort Bragg Alcohol and/or Drug Consumption Policy).

#### 41-2. DRUG ABUSE TESTING.

a. The Department of the Army has established a drug abuse-testing program. The program objectives are:

(1) To assist in determining fitness for, appointment to, or retention in a critical job.

(2) To identify drug abusers and notify them of the availability of appropriate counseling, referral, rehabilitation services, or other medical treatment.

(3) To assist in maintaining national security and the internal security of the Department of the Army.

b. Positions in the following categories have been designated critical (requiring mandatory testing of the incumbents):

(1) Law enforcement.

(2) Positions involving national security or the internal security of the Army at a level of responsibility in which drug abuse could cause disruption of operations or the disclosure of classified information that would result in serious impairment of national defense.

(3) Jobs involving the protection of property or persons from harm, or those where drug abuse could lead to serious threats to safety of personnel.

#### 41-3. COVERAGE.

a. The following positions are included in the drug abuse-testing program:

Job Category	Occupational Series
Air Traffic Controller	2152
Pilot	2181
Electronics Inspector	2604
Aircraft Engine Mechanic	8602
Aircraft Overhaul Specialist	8801
Propeller and Rotor Mechanic	8807
Aircraft Mechanic	8853
Aircraft Servicer	8862
Guard	0085
Police	0083
Criminal Investigator	1811
Chemical and Nuclear Surety Positions (Personnel Reliability Program)	N/A
All staff members of Alcohol and Drug Abuse Prevention and Control Program	N/A
All employees at Army forensic drug testing laboratories	N/A

b. Random drug abuse testing of Fort Bragg civilian employees is currently limited to the following employees:

(1) Applicants who are selected for positions included in the series or categories listed above.

(2) Supervisors and other categories of employees in the series or categories listed above who are excluded from the bargaining unit.

(3) Employees on the staff of the Alcohol and Drug Abuse Prevention and Control Program Division, except those employees employed in the installation biochemical test collection point.

#### 41-4. PROCEDURES.

a. Employees covered by the drug abuse-testing program must sign a DA Form 5019-R (Condition of Employment for Certain Civilian Positions Identified as Critical under the Drug Abuse Testing Program). The original copy of the form is filed in the employee's official personnel folder (OPF) and the employee's immediate supervisor retains one copy.

b. The Directorate of Civilian Personnel is responsible to insure that applicants (paragraph 31-3bl above) are tested before the selection process is completed. Supervisors of the employees covered by this paragraph are responsible for insuring that the employees are tested. As a minimum, each employee will be tested once a year. Employees will not be told in advance that they are to be tested. Arrangements for testing should be made by calling 6-5784.

c. The Memorandum of Agreement between AFGE Local 1770 and Headquarters, XVIII Airborne Corps and Fort Bragg, dated October 18, 1993, specifies procedures to be followed when dealing with bargaining unit employees in the Civilian Drug Testing Program and provides for any appropriate arrangements for employees adversely affected by this program. Detailed information on the Agreement may be obtained from at EAP, 6-5784, or the MER Division, 6-8905/6122.

#### 41-5. EMPLOYEE ASSISTANCE PROGRAM.

The specific procedures for dealing with employees who may be alcohol or drug abusers are detailed in Chapter 16 - Employee Assistance Program.