



# **Drugs in the Workplace:**

## **Getting Into the Weeds of State and Federal Drug Laws for Employers**



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## **PRESENTATION FRAMEWORK**

- **Legal Considerations**
  - ADA/Chapter 21 of the Texas Labor Code
- **Drafting a Drug Testing Policy**
  - Basic Considerations
  - Prescription Drugs
  - Medical/Legalized Marijuana
- **Special Considerations**
  - Federal Laws Requiring Testing
  - Texas Workers' Compensation Act

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## TWO TYPES OF LAWS

- Laws requiring affirmative anti-drug policies and workplace drug testing
  - *i.e.*, laws that require or permit employers to act
- Laws protecting workers' rights
  - *i.e.*, laws that prohibit employers from acting
- *Drug testing policies must respect both considerations*



## PROHIBITIVE LAWS

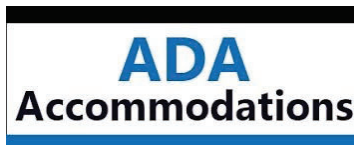
- Americans with Disabilities Act
- Chapter 21 of the Texas Labor Code
- FMLA





## PROHIBITIVE LAWS (CONT'D)

- Americans with Disabilities Act
  - Cannot discriminate against/must reasonably accommodate **qualified individuals with a disability**.
  - Exception for individuals “currently engaging in the illegal use of drugs” when the employer “acts on the basis of such use.”



## PROHIBITIVE LAWS (CONT'D)

- *Shirley v. Precision Castparts Corp.* (5th Cir. 2013)



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"Drugs in the Workplace"