STATE LAW DISCUSSION GUIDE
Steps for Promoting Underage Drinking Prevention Education for Employees in your State

Step 1

Use the State Law Chart and Explanation Key to familiarize yourself with the drug-free workplace environment in your state

Step 2

Determine the most appropriate state contact to discuss issues related to drug-free workplace programs and employment alcohol and drug testing

Step 3

Begin your discussion! Here are some general guidelines:

General question to open conversation and evaluate what your contact knows: Do we have any statutory requirements or benefits for a business to operate drug-free workplace programs or to adopt employment alcohol/drug testing? Examples are: (these are not all-inclusive)

- Ohio has a discount for workers' compensation premiums.
- Florida, Virginia, West Virginia, Wisconsin and Tennessee have requirements for state contractors.
- Alabama, Arizona, Kansas, Kentucky, Maryland, Mississippi, Texas (and more) have laws requiring certain industries fraught with risk to do employee alcohol/drug testing.

Additional possible questions to pursue:

- Under what circumstances _may_ an employer test or when is an employer _obligated_ to test employees (e.g. state contracts, certain industries)?
- Are there specific requirements in accompaniment to employment testing in order to satisfy or to meet compliance? For example, are employers required to provide the employees with awareness and education about the program requirements, benefits, responsibilities, etc.?

If answer to last question is YES

What are the required topics and learning objectives? How would one disseminate and gain support for additions to the curriculum?

If answer to last question is NO

Do you share my concern that employees subject to testing need to be given fair notice, information and the opportunity to ask questions about their rights? (Note: legally, a drug test is a search and seizure and an alcohol test is a medical examination)

In answer to last question is NOT KNOWN

"With whom do you suggest I speak about this topic?"