



Legislation Text

File #: 2020-0018, **Version:** 0

Title
Drug Free Workplace Policy and Employee Drug and Alcohol Testing Program for Non-DOT Regulated Employees

History
A review of the Village's Drug Free Workplace Policy and the Employee Drug and Alcohol Testing Programs was completed pursuant to legalization of the use of recreational cannabis by the State of Illinois. The change in law does not impact those employees with Commercial Driver's Licenses (CDL) as they remain subject to the federal drug and alcohol testing. The testing program for non-DOT regulated employees needed to be revised because the use of cannabis has been made legal for these individuals and prohibits the Village from discriminating against these employees.

The Village retains the rights it traditionally had to prohibit the use, possession, sale, etc., of drugs, cannabis and alcohol in the work place, and to prohibit employees from being impaired by or under the influence of these substances while at work or while on call. The Village cannot, however, take employment action based solely on the off-duty use of cannabis by the employees who are covered by this policy.

Modifications have been made the Village of Orland Park's Drug Free Workplace Policy and the Village of Orland Park Drug and Alcohol Policy and Testing Program for Non-DOT Regulated Employees to comply with the new legislation. The revised policies are attached.

Financial Impact
None

Recommended Action/Motion
I move to approve the Drug Free Workplace Policy;

And

I move to approve the Employee Drug and Alcohol Testing Program for Non-DOT Regulated Employees.