

DEPARTMENT OF EMPLOYEE RELATIONS



05/1996

Drug Free Workplace Act of 1988

— Summary —

Policy regarding drug abuse and City of Milwaukee employees.

Description

Under the Drug Free Workplace Act of 1988, the City of Milwaukee is required to maintain a drug-free workplace.

It is the City of Milwaukee's policy that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance by employees is prohibited in all City of Milwaukee workplaces. As a condition of employment, City employees are required to abide by the terms of this policy.

Drug abuse in the workplace is not only illegal but poses a safety threat to the employee, to the employee's co-workers and to the public. City employees must notify their supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

Any City employee who is convicted of a criminal drug statute violation which occurs in the workplace will have appropriate disciplinary action taken against them up to and including discharge from employment. In lieu of disciplinary action, an employee could be required to participate satisfactorily in an approved drug abuse assistance or rehabilitation program.

The City of Milwaukee's Employee Assistant Program (EAP) is available to help City employees who develop behavioral/medical problems that may directly affect their work. Employees may use the EAP by self-referral. However, in the case of a criminal drug statute violation, management may make a formal referral to the EAP in lieu of disciplinary action.

For further information on the EAP, employees may contact the Employee Assistance Coordinator at 286-3145.

Questions on the Drug Free Workplace Act of 1988 may be directed to the Department of Employee Relations at 286-3394.