

Random Testing

Contract employees may be subject to random drug and/or alcohol testing pursuant to the policies of a client or customer. A contract employee failing to submit to the required drug and/or alcohol testing will be subject to termination.

Follow-Up Testing

Any follow-up testing requirement will be determined by the SAP (Substance Abuse Professional). There needs to be a minimum of at least one follow-up test with a negative test result prior to the employee returning to work.

For Cause-Reasonable Suspicion Testing

In the event of a for-cause/reasonable suspicion test, the contract employee will be sent for a 5 panel instant test, as well as a breath alcohol test. The contract employee's Supervisor should ensure that the contract employee arrives safely to the nearest clinic, and then subsequently home. The contract employee is to be suspended without pay pending result confirmation from the DER. Testing must occur within 8 hours from the point of the behavior or event triggering the test. Failure to comply with the testing request may result in immediate termination of the contract employee. Aerotek will comply with all applicable State laws when administering the 5 panel drug test and in conducting reasonable suspicion testing generally.

Self-Identified Substance Abuse

An employee choosing to disclose a substance abuse problem should contact their Employee Relations Manager or HR Representative for assistance.