



General Assembly

February Session, 2006

Raised Bill No. 589

LCO No. 2838



Referred to Committee on

Introduced by: **LABOR & PUBLIC EMPLOYEES**
(LAB)

AN ACT CONCERNING DRUG TESTING IN THE WORKPLACE.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

- 1 Section 1. Section 31-51x of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective from passage*):
- 3 (a) No employer may require an employee to submit to a urinalysis
4 drug test unless the employer has reasonable suspicion that the
5 employee is under the influence of drugs or alcohol which adversely
6 affects or could adversely affect such employee's job performance. The
7 Labor Commissioner shall adopt regulations in accordance with
8 chapter 54 to specify circumstances which shall be presumed to give
9 rise to an employer having such a reasonable suspicion, provided
10 nothing in such regulations shall preclude an employer from citing
11 other circumstances as giving rise to such a reasonable suspicion.
- 12 (b) Notwithstanding the provisions of subsection (a) of this section,
13 an employer may require an employee to submit to a urinalysis drug
14 test on a random basis if (1) such test is authorized under federal law,
15 (2) the employee serves in an occupation which has been designated as
16 a high-risk or safety-sensitive occupation pursuant to regulations

17 adopted by the Labor Commissioner pursuant to chapter 54, or (3) the
18 urinalysis is conducted as part of an employee assistance program
19 sponsored or authorized by the employer in which the employee
20 voluntarily participates. The following shall be designated by
21 regulation as high-risk or safety-sensitive occupations: Electronic
22 assemblers, mechanical assemblers, final assemblers, test technicians
23 and siren assemblers.

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>from passage</i>	31-51x
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Statement of Purpose:

To permit an employer to require drug tests on employees working in specified high-risk or safety-sensitive occupations.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]