

WEST VIRGINIA LEGISLATURE

2016 REGULAR SESSION

Engrossed

Committee Substitute

for

Senate Bill 287

BY SENATORS BOSO AND TRUMP

[Originating in the Committee on Labor; reported on

February 25, 2016]

1 A BILL to amend the Code of West Virginia, 1931, as amended, by adding thereto a new article,
2 designated §21-3E-1, §21-3E-2, §21-3E-3, §21-3E-4, §21-3E-5, §21-3E-6, §21-3E-7,
3 §21-3E-8, §21-3E-9, §21-3E-10, §21-3E-11, §21-3E-12, §21-3E-13, §21-3E-14, §21-3E-
4 15, §21-3E-16 and §21-3E-17, all relating to creating West Virginia Safer Workplaces Act;
5 permitting employers to test employees and prospective employees for drugs and alcohol;
6 providing a short title; defining terms; making findings; declaring public policy; clarifying
7 exceptions to the applicability of the West Virginia Safer Workplaces Act for employers
8 covered by other drug and alcohol testing statutes; determining a collection of samples,
9 scheduling of tests and testing procedures; providing for ability to request split sample be
10 tested to challenge a positive test result; establishing responsibility for cost of split sample
11 testing; setting forth testing policy requirements; providing for disciplinary procedures;
12 providing for sensitive employees; providing for preemption; providing protection from
13 liability; establishing causes of action; providing exceptions; providing for confidentiality;
14 providing for termination of employment; providing for forfeiture of certain benefits;
15 clarifying that the drug and alcohol testing provisions of the West Virginia Safer Workplace
16 Act cannot be used to show intoxication pursuant to section two, article four, chapter
17 twenty-three of this code; and requiring employers to have drug and alcohol testing
18 policies and procedures when implementing drug and alcohol testing.

Be it enacted by the Legislature of West Virginia:

1 That the Code of West Virginia, 1931, as amended, be amended by adding thereto a new
2 article, designated §21-3E-1, §21-3E-2, §21-3E-3, §21-3E-4, §21-3E-5, §21-3E-6, §21-3E-7,
3 §21-3E-8, §21-3E-9, §21-3E-10, §21-3E-11, §21-3E-12, §21-3E-13, §21-3E-14, §21-3E-15,
4 §21-3E-16 and §21-3E-17, all to read as follows:

ARTICLE 3E. THE WEST VIRGINIA SAFER WORKPLACE ACT.

§21-3E-1. Short title.

1 This article is known as and may be cited as the West Virginia Safer Workplace Act.

§21-3E-2. Findings.

1 The Legislature hereby finds that employees have legitimate interests of West Virginia in
2 working in an environment in which they have substantial confidence that illegal drug usage by
3 coworkers will not subject them to danger in the workplace or erode the viability of the workplace
4 they are employed within. Employers likewise have an interest in ensuring a safe, productive,
5 drug and alcohol free workplace which benefits not only the employer, its employees but the
6 citizens of the state.

7 The federal government conducted a 2004 survey of over five hundred U. S. companies
8 where more than sixty-two percent reported conducting workplace drug testing. In 2006, the
9 National Household Survey on Drug Use and Health (NHSDUH) found that one third of
10 respondents who worked full time as employees, which was more than thirty-two million adults,
11 reported their employer conducts random drug testing. The United States Navy reported in 1996
12 that its random drug testing program proved it was both cost effective and deterred drug abuse.
13 Quest Diagnostics, a national laboratory which publishes a yearly Drug Testing Index, has
14 demonstrated through statistical analysis a genuine decrease in positive illicit drug tests over a
15 five-year period among employees working for employers who have the option to perform random
16 drug tests such as found with the federally mandated safety sensitive workforce.

17 The Legislature recognizes the toll that illegal and illicit drugs are taking daily on our
18 citizens, our law-enforcement resources, our classrooms and our productive and safe workplaces.
19 Drug overdoses are now the leading cause of death for West Virginians under the age of forty-
20 five. Overdose deaths in West Virginia rose five hundred fifty percent from 1994 to 2004. For
21 these reasons, the Legislature finds that the public policy of the state is to permit employers to
22 conduct reasonable drug or alcohol tests of its workforce within the confines of this act. The
23 Legislature further finds that the public policy of this state to be that reasonable drug and alcohol
24 testing programs help promote workplace and public safety.

§21-3E-3. Definitions.

1 For the purposes of this article:

2 “Alcohol” means ethanol, isopropanol, or methanol.

3 “Drugs” means any substance considered unlawful for nonprescribed consumption or use
4 under the United States Controlled Substances Act (21 U. S. C. §812).

5 “Employer” means any person, firm, company, corporation, labor organization,
6 employment agency or joint labor-management committee, which has one or more full-time
7 employee employed in the same business, or in or about the same establishment, under any
8 contract of hire, express or implied, oral or written in the state. “Employer” does not include, for
9 purposes of this article, the United States, the state, any of its subdivisions or any other public-
10 sector incorporated municipalities, counties, or other local government entities, or any Native
11 American tribe.

12 “Employee” means any person in the service of an employer, as defined in subsection (c)
13 of this section.

14 “Good faith” means reasonable reliance on facts, or that which is held to be factual without
15 the intent to deceive or be deceived and without reckless, malicious or negligent disregard for the
16 truth.

17 “Prospective employee” means any person who has made application to an employer,
18 whether written or oral, to become an employee.

19 “Sample” means such sample of the human body capable of revealing the presence of
20 alcohol or other drugs or other metabolites.

21 “Split sample” means a part of the sample that is sent to a first laboratory and retained
22 unopened, and which is transported to a second laboratory in the event that the employee
23 requests that it be tested following a verified positive test result of the primary specimen.

§21-3E-4. Public policy; applicability.

1 The Legislature declares that the public policy of this state is to advance the confidence
2 of West Virginia workers that they are in a safe workplace and to enhance the viability of the

3 workplace they labor in by recognizing the right of West Virginia's employers to require mandatory
4 drug testing, not only of applicants, but of current employees: *Provided*, That this article does not
5 abrogate the right of privacy, including the right of an individual to be let alone and to keep secret
6 his or her private communications, conversations and affairs, as stated in *Roach v. Harper*, 143
7 W. Va. 869, but rather determines that the right of privacy is outweighed by the public policy stated
8 in this section if an employer meets the requirements set forth in this article.

9 The provisions of this act only apply to employers, as defined in section three of this article,
10 not previously made subject of drug and alcohol testing statutory provisions established by the
11 Legislature including, but not limited to, employers covered by section one, article one-a, chapter
12 twenty-two-a of the code, *et seq.*, and section one, article one-d, chapter twenty-one of the code
13 *et seq.*

§21-3E-5. Employers may test current and prospective employees for drugs or alcohol.

1 It is lawful for an employer to test employees or prospective employees for the presence
2 of drugs or alcohol, in accordance with the provisions of this article, as a condition of continued
3 employment or hiring. However, in order to qualify for a bar from being subjected to legal claims
4 for acting in good faith on the results of a drug or alcohol test, employers must adhere to the
5 accuracy and fairness safeguards outlined in this article.

§21-3E-6. Collection of samples.

1 In order to test reliably for the presence of drugs or alcohol, an employer may require
2 samples from its employees and prospective employees, and may require presentation of reliable
3 individual identification from the person being tested to the person collecting the samples.
4 Collection of the sample shall be in conformance with the requirements of this article. The
5 employer may designate the type of sample to be used for this testing.

§21-3E-7. Scheduling of tests.

1 Regarding the timing and costs of drug and/or alcohol tests, and in order for an employer
2 to qualify for the benefits of this article:

3 (1) Any drug or alcohol testing by an employer of employees normally shall occur during,
4 or immediately before or after, a regular work period. Testing by an employer is worked time for
5 the purposes of compensation and benefits for current employees.

6 (2) An employer shall pay all actual costs for drug and/or alcohol testing required by the
7 employer of employees and prospective employees.

8 (3) An employer is required to provide transportation or to pay reasonable transportation
9 costs to current employees if their required tests are conducted at a location other than the
10 employee's normal work site(s).

§21-3E-8. Testing procedure.

1 All sample collection and testing of drugs and alcohol under this article shall be performed
2 in accordance with the following conditions:

3 (1) The collection of samples shall be performed under reasonable and sanitary
4 conditions.

5 (2) Sample collections shall be documented, and these documentation procedures shall
6 include:

7 (A) Labeling of samples so as to reasonably preclude the possibility of misidentification of
8 the person tested in relation to the test result provided and handling of samples in accordance
9 with reasonable chain-of-custody and confidentiality procedures; and

10 (B) An opportunity for the employee, or prospective employee, to voluntarily provide
11 notification of any information which may be considered as relevant to the test, including, but not
12 limited to, identification of currently or recently used prescriptions or nonprescription drugs, or
13 other relevant medical information. This may be accomplished by providing procedures for review
14 by a qualified medical professional to verify a laboratory sample which tests positive in a
15 confirmatory test.

16 (3) Sample collection, storage and transportation to the place of testing shall be performed
17 so as to reasonably preclude the possibility of sample contamination, adulteration, or
18 misidentification.

19 (4) Confirmatory drug testing shall be conducted at a laboratory: (i) Certified by the U. S.
20 Department of Health and Human Services' Substance Abuse and Mental Health Services
21 Administration; (ii) approved by the U. S. Department of Health and Human Services under the
22 Clinical Laboratory Improvements Act; or (iii) approved by the College of American Pathologists.

23 (5) Drug and alcohol testing shall include confirmation of any positive test results. For
24 drug testing, confirmation will be by use of a different chemical process than was used by the
25 employer in the initial drug screen. The second confirmatory drug test shall be a chromatographic
26 technique such as gas chromatography/mass spectrometry, or another comparably reliable
27 analytical method. An employer may take any adverse employment action, including job denial
28 to a prospective employee, based only on a confirmed positive drug or alcohol test.

29 In the event a person desires to challenge the results of his or her initial sample test result,
30 that person shall have the right to have the split sample tested by another laboratory as set forth
31 in subsection four. The cost associated with the testing of the split sample shall be the
32 responsibility of the person challenging the initial sample test results.

§21-3E-9. Testing policy requirements.

1 (a) Testing or retesting for the presence of drugs or alcohol by an employer shall be carried
2 out within the terms of a written policy which has been distributed to every employee subject to
3 testing, and is available for review by prospective employees.

4 (b) In order to comply with the provisions of this article, employers must provide
5 employees, when requested and/or as appropriate, with information as to the existence and
6 availability of counseling, employee assistance, rehabilitation and/or other drug abuse treatment
7 programs which the employer offers, if any. The employer is not required to offer any of the
8 benefits listed above by this article.

9 (c) Within the terms of the written policy, an employer may require the collection and
10 testing of samples for, among other legitimate drug abuse prevention and/or treatment purposes,
11 the following:

12 (1) Deterrence and/or detection of possible illicit drug use, possession, sale, conveyance,
13 or distribution, or manufacture of illegal drugs, intoxicants, or controlled substances in any amount
14 or in any manner, on or off the job, or the abuse of alcohol or prescription drugs;

15 (2) Investigation of possible individual employee impairment;

16 (3) Investigation of accidents in the workplace or incidents of workplace theft or other
17 employee misconduct;

18 (4) Maintenance of safety for employees, customers, clients or the public at large; or

19 (5) Maintenance of productivity, quality of products or services, or security of property or
20 information.

21 (d) The collection and testing of samples shall be conducted in accordance with this act
22 and need not be limited to circumstances where there are indications of individual, job-related
23 impairment of an employee or prospective employee.

24 (e) The employer's use and disposition of all drug or alcohol test results are subject to the
25 limitations of this article and federal and state law if the employer is to qualify for the legal
26 protections available under this article.

27 (f) Nothing in this article may be construed to encourage, discourage, restrict, limit, prohibit
28 or require on-site drug or alcohol testing.

§21-3E-10. Disciplinary procedures.

1 Upon receipt of a confirmed positive drug or alcohol test result which indicates a violation
2 of the employer's written policy, or upon the refusal of an employee or prospective employee to
3 provide a testing sample, an employer may use that test result or test refusal as a valid basis for
4 disciplinary and/or rehabilitative actions, which may include, among other actions, the following:

5 (1) A requirement that the employee enroll in an employer-provided or approved
6 rehabilitation, treatment and/or counseling program, which may include additional drug and/or
7 alcohol testing, participation in which may be a condition of continued employment, and the costs
8 of which may or may not be covered by the employer's health plan or policies;

9 (2) Suspension of the employee, with or without pay, for a designated period of time;

10 (3) Termination of employment;

11 (4) Refusal to hire a prospective employee; and/or

12 (5) Other adverse employment action in conformance with the employer's written policy
13 and procedures, including any relevant collective bargaining agreement provisions.

§21-3E-11. Sensitive employees.

1 If the confirmatory drug or alcohol test of an employee is positive, and the employee is in
2 a sensitive position where an accident could cause loss of human life, serious bodily injury, or
3 significant property or environmental damage, the employer may permanently remove the
4 employee from the sensitive position and transfer or reassign the employee to an available
5 nonsensitive position with comparable pay and benefits, or may take any other action, including
6 termination or other adverse employment action, consistent with the employer's policy for
7 confirmed positive drug or alcohol test for employees in sensitive positions, provided there are
8 not applicable contractual provisions that expressly prohibit such action.

9 This article preempts any law, rule, regulation, order or standard that applies to the
10 continued employment or reemployment in a sensitive position of a recovering drug addict,
11 chronic drug abuser or alcoholic, or the reinstatement or rehiring of any employee in a sensitive
12 position for whom an employer has administered a drug or alcohol test consistent with this article
13 that has produced a confirmed positive drug or alcohol test result.

14 Employers obligated to perform drug testing under a federal or state mandated drug
15 testing statute will be required to follow whatever additional requirements are mandated by those
16 statutes.

§21-3E-12. Protection from liability.

1 No cause of action is or shall be established for any person against any employer who
2 has established a policy and initiated a testing program in accordance with this article, for any of
3 the following:

4 (1) Actions based on the results of a confirmed positive drug or alcohol test, or the refusal
5 of an employee or job applicant to submit to a drug test;

6 (2) Failure to test for drugs or alcohol, or failure to test for a specific drug or other controlled
7 substance;

8 (3) Failure to test for, or if tested for, failure to detect, any specific drug or other substance,
9 any medical condition, or any mental, emotional, or psychological disorder or condition; or

10 (4) Termination or suspension of any substance abuse prevention or testing program or
11 policy.

§21-3E-13. Cause of action.

1 (a) No cause of action is or shall be established for any person against an employer who
2 has established a program of drug or alcohol testing in accordance with this article, unless the
3 employee's action was based on a false positive test result, and the employer had actual
4 knowledge that the result was in error, and ignored the true test result because of disregard for
5 the truth and/or the willful intent to deceive or be deceived.

6 (b) In any claim, including a claim under this article, where it is alleged that an employer's
7 action was based on a false positive test result:

8 (1) There is a rebuttable presumption that the test result was valid if the employer complied
9 with the provisions of this article; and

10 (2) The employer is not liable for monetary damages if its reliance on a false positive test
11 result was reasonable and in good faith.

12 (c) There is no employer liability for any action taken related to a false negative drug or
13 alcohol test.

§21-3E-14. Defamation.

1 No cause of action for defamation of character, libel, slander or damage to reputation is
2 or shall be established for any person against any employer who has established a program of
3 drug or alcohol testing in accordance with this article, unless:

4 (1) The results of that test were disclosed to a person other than the employer, an
5 authorized employee, agent or representative of the employer, the tested employee, or the tested
6 prospective employee, or the authorized agent or representative of the employee;

7 (2) The information disclosed was a false positive test result.

8 (3) The false positive test result was disclosed with negligence; and

9 (4) All elements of an action for defamation of character, libel, slander or damage to
10 reputation as established by the relevant state statute or common law are satisfied.

§21-3E-15. No requirement to implement a testing policy.

1 No cause of action arises in favor of any person against an employer based upon the
2 failure of the employer to establish a program or policy on substance abuse prevention or to
3 implement drug or alcohol testing.

§21-3E-16. Confidentiality.

1 All communications received by an employer relevant to employee or prospective
2 employee drug or alcohol test results and received through the employer's drug testing program
3 are confidential communications and may not be used or received in evidence, obtained in
4 discovery or disclosed in any public or private proceeding, except in a proceeding related to an
5 action taken by an employer under this article.

§21-3E-17. Employer testing; notice; termination; forfeiture.

1 If an employer implements a drug-free workplace program in accordance with this article,
2 which includes notice, education and procedural requirements for testing for drugs and alcohol
3 pursuant to this law, the employer may require the employee to submit to a test for the presence
4 of drugs or alcohol. If a drug or alcohol is found to be present in the employee's system at a level

5 proscribed by the employer's policy, the employee may be terminated and forfeits his or her
6 eligibility for unemployment compensation benefits and, if injured at the time of the intoxication,
7 indemnity benefits under the Worker Compensation Laws. However, the employer's drug-free
8 workplace program must notify all employees that it is a condition of employment for an employee
9 to refrain from reporting to work or working with the presence of drugs or alcohol in his or her
10 body and that policy must also state that if an injured employee refuses to submit to a test for
11 drugs or alcohol, that employee forfeits eligibility for unemployment compensation benefits, and
12 if injured, for indemnity benefits under the Worker Compensation Laws. Employers who do not
13 notify their employees of this condition of employment waive their right to assert that eligibility for
14 benefits is entirely forfeited.

15 Nothing herein shall be construed or deemed to affect the provisions of subsection (a),
16 section two-a, article four, chapter twenty-three of this code and the provisions of said section
17 shall be the sole manner in which intoxication may be proven to establish such intoxication as the
18 proximate cause of an injury for purposes of said chapter.