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ARTICLE 59: DRUG TESTING

59.1.

Except as required by federal or state laws or as provided in this Agreement, the Employer will not perform or cause to be performed a drug test of any employee covered by this Agreement. The Union and the Employer recognize that the Employer currently performs drug and alcohol testing for Commercial Driver's License (CDL) holders as required by federal law in accordance with the Employer's Administrative Policy Statement 13.7, and that the Employer will continue to do so unless changes to federal law either eliminate or modify the requirement for drug and alcohol testing for CDL holders.

59.2.

Should federal or state law either change or impose new requirements for drug and/or alcohol testing of bargaining unit employees, the Employer agrees that it will negotiate impact with the Union.

59.3.

In the event that the Employer determines that additional drug testing is necessary, the Employer agrees that it will discuss any proposal with the Union and negotiate impact.

59.4.

Drug testing will be conducted in accordance with the UW Medicine Reasonable Suspicion Drug Testing Policy for UW Medicine employees.

59.5.

This Article is subject to Article 6 – Grievance Procedure.

Tentatively Agreed To:

For the Union:	For the Employer:
Signed by: Becky K. Stephens 530E07D4212E4C6...	DocuSigned by: Banks Evans C5469E99932C427...
Date: 8/5/2026	Date: 7/9/2026