



Questions & Answers about Drug Testing and Work

Q. When I apply for a job, can they require a drug test?

A. Yes. However, you must be given notice of this requirement in writing. You must also be given the results of a positive urinalysis drug test. The results of the test are confidential.

Once you are an employee, the rules shown below apply to you.

Q. Can my employer test me for drugs anytime he or she wants?

A. Your employer cannot ask you to take a drug test unless they have a reasonable belief that you are under the influence of drugs or alcohol which affect your ability to do your job. *However*, if you have a job where safety is very important, you **CAN** be tested at ANY TIME. Examples of this type of job include: bus driver, forklift operator, cable TV installer, and licensed practical nurse.

The test cannot be used to discriminate against someone because of his or her race, color, age, sex, religion, disability, sexual orientation, or national origin. *For example*, it would be illegal to test *only* women or *only* African Americans.

Q. What happens if the test is positive?

A. **The** employer needs to make sure the first test was accurate by taking a second test. This second test must be done by a different testing company. A positive drug test result cannot be used as the **ONLY** reason you are fired, transferred or not promoted *unless* the result was confirmed with the second test.



*Be careful...*if you are fired and you are on state assistance (TFA/Welfare), you might lose those benefits (or even *future* benefits). **AND**, if you are fired, you might not be able to get Unemployment Compensation benefits. If you are fired, call Statewide Legal Services for help.

Q. Can my employer watch me give the drug test specimen?

A. No. Connecticut law does not allow the employer to directly watch you give a specimen. You can refuse to give a specimen until the employer leaves the room. An employer *is* allowed to be in the restroom if you are in a private stall.



Questions? Call Statewide Legal Services for free information and advice.

1-800-453-3320 or (860) 344-0380

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