Drug Testing PRACTICE GROUP

- · Drug and Alcohol Testing Policies
- Reasonable-Suspicion Drug Testing Determinations
- State and Federal Compliance
- · Investigations and Employee Training



Ogletree Deakins



Drug Testing PRACTICE GROUP

Ogletree Deakins understands that employers face complex and nuanced issues when implementing and enforcing drug and alcohol testing and substance abuse policies.

OUR EXPERIENCE

Our attorneys draw on decades of experience advising and defending public and private employers and drug testing laboratories across the country and internationally. We provide highly responsive legal service that includes drafting and revising drug and alcohol testing policies; counseling on and analyzing individual drug and alcohol testing situations (including reasonable-suspicion drug testing determinations); conducting investigations and employee training; and litigating class and collective actions, single-plaintiff cases, and regulatory matters.

Our practice areas include:

- · Drug and alcohol testing policies and protocols
- Substance abuse policies
- Evaluation of types of drug and alcohol testing modalities
- · Pre-employment drug testing
- · Random drug and alcohol testing
- · Reasonable suspicion and post-accident drug and alcohol testing
- · Medical and recreational marijuana
- · Disability and prescription drug accommodation
- · ADA implications for drug and alcohol testing
- Employee discipline
- · Medical Review Officer coordination
- Drug and alcohol test tampering/fraud
- Privacy
- · Drug Free Workplace compliance
- · U.S. Department of Transportation compliance and reporting
- · U.S. Department of Energy compliance and reporting
- U.S. Nuclear Regulatory Commission (NRC) Fitness for Duty testing and investigations
- · Federal Aviation Administration compliance
- Labor relations implications of drug and alcohol testing, including grievance arbitrations
- Admissibility of drug and alcohol testing results, including admissibility in unemployment and workers' compensation matters
- Expert toxicology testimony
- Training



COUNSELING, TRAINING AND LITIGATION

Our attorneys bring their specific experience and knowledge of drug and alcohol testing issues to the employers we represent. The depth of our practice allows us to provide the following benefits:

- Access to counsel with on-point and specific experience who can handle the most complex issues
- Attorneys who are experienced in providing day-to-day legal advice in the context of drug and alcohol testing policies and protocols
- Exceptional nationwide "bench strength" in drug and alcohol testing policy matters and litigation
- · Experience working with general counsel and members of senior leadership teams
- Counsel who monitor pending legislation and legal trends in drug and alcohol testing including the latest science on drug testing modalities
- Training and presentations for executive employees
- · Preventive counseling about legal risks associated with drug and alcohol testing
- Experience as liaisons with the U.S. Department of Transportation, the U.S. Department of Energy, the U.S. Nuclear Regulatory Commission, and other agencies
- · Drug testing legal alerts, newsletters, and webinars for clients

COMMUNICATION

Communication is a vital part of serving the legal needs of our clients. We regularly update clients on the status of their matters and are available for consultation at every step of the decision-making process. This participative practice style promotes information-driven decision making and helps to build strong and lasting relationships based on timeliness, responsiveness, quality, and value.

VALUE

We are a leader in offering value-based billing for clients. We work closely with our clients to develop fee arrangements that are tailored to their needs, and we are happy to discuss alternative fee agreements that may be of interest to our clients.



With offices throughout the United States and in Europe and Mexico, the firm represents a diverse range of clients.

We operate efficiently without compromising our commitment to service.

Ogletree Deakins is one of the nation's largest labor and employment law firms, representing management in all types of employment-related legal matters.



