

XII. Discipline

- A. The federal law (49 CFR, Part 382) establishes the requirements for testing commercial drivers for the use of alcohol and controlled substances. However, the federal law does not prescribe what personnel actions or disciplinary action, if any, an employer may take against covered employees who engage in conduct prohibited by the law. Any disciplinary action taken by the University of Wisconsin-Madison will be based on its independent authority as an employer and will be consistent with state and federal laws and existing collective bargaining agreements.
- B. When a covered employee engages in any conduct in violation of the provisions of this policy or when a covered employee uses controlled substances or misuses alcohol in violation of the FHWA rules and regulations or in violation of this policy or University of Wisconsin work rules, it will form a just cause basis for discipline or dismissal.
- C. Failure to comply with any required evaluation by a Substance Abuse Professional (SAP) or failure to comply and remain in compliance with any and all prescribed or recommended rehabilitation and/or treatment programs shall form a just cause basis for discipline or dismissal.