NOTE TO ALL EMPLOYEES:  
DRUG TESTING AND WORKER’S COMPENSATION INSURANCE

Under Alabama Law, workers who are injured at the workplace or in the course of employment may be tested for drugs and alcohol and if impaired, may not be paid benefits under the Alabama Worker’s Compensation Law if the injury is a result of an accident caused by drug and/or alcohol impairment:

"A POSITIVE DRUG TEST CONDUCTED AND EVALUATED PURSUANT TO STANDARDS ADOPTED FOR DRUG TESTING BY THE U.S. DEPARTMENT OF TRANSPORTATION IN 49 C.F.R. PART 40 SHALL BE A CONCLUSIVE PRESUMPTION OF IMPAIRMENT RESULTING FROM THE USE OF ILLEGAL DRUGS. NO COMPENSATION SHALL BE ALLOWED IF THE EMPLOYEE REFUSES TO SUBMIT TO OR COOPERATE WITH A BLOOD OR URINE TEST AS SET FORTH ABOVE AFTER THE ACCIDENT AFTER BEING WARNED IN WRITING BY THE EMPLOYER THAT SUCH REFUSAL WOULD FORFEIT THE EMPLOYEE’S RIGHT TO RECOVER BENEFITS UNDER THIS CHAPTER."

__________ (Parish Name)__________ now warns you that refusal to take a urine or blood drug test after an accident will forfeit your rights to recover benefits under the Alabama Worker's Compensation Act.

I have read (or have had read to me) and understand the foregoing statement.

Employee/Applicant: ___________________________  Please Print or Type the name

Employee/Applicant: ___________________________  Signature

Date: ___________________________