

**ARTICLE TWENTY FOUR
SAFETY AND HEALTH 7(g)**

The City of El Paso and Local 51, International Association of El Paso Firefighters propose different consequences if a firefighter has a positive drug test. The use of controlled substances by a person to whom they have not been legally prescribed meets the definition of illegal drug use. Impairment on duty shall be determined by a Medical Review Officer or a qualified medical professional subject to the Chief's discretion on relevant circumstances. All disputes regarding the disciplinary actions taken under this Article will be considered a contract grievance and will be subject to the grievance procedure in Article 26 of the Collective Bargaining Agreement.

The Association of Firefighters proposes the following consequences if a firefighter tests positive on a drug test:

“A firefighter who has a verified, confirmed positive drug test will get a “second chance” rehabilitation opportunity.”

Instead of the Association of Firefighters proposal for the consequence of a positive drug test above, the City of El Paso recommends the following consequence:

“A firefighter who has a verified, confirmed positive drug test will be terminated from employment subject to the right to appeal to an outside arbitrator.”

Are you in favor of Local 51, International Association of El Paso's Firefighters proposal instead of the City's proposal?

A vote “Yes” is for Local 51, International Association of El Paso Firefighters' proposal. A vote “No” is for the City's proposal.

_____ YES _____ NO