

STATE MILITARY DEPARTMENT
JOINT FORCE HEADQUARTERS ALABAMA NATIONAL GUARD
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NGAL-TAG

1 October 2015

MEMORANDUM FOR All Alabama Army National Guard Units

SUBJECT: Substance Abuse Policy, FY16

1. Today's citizen Soldiers must be prepared at all times to answer the call of duty. Whether called for a State or Federal mission, all personnel must be well trained, physically fit, and mentally alert. Substance abuse related dependency or misconduct degrades both unit readiness and mission accomplishment. This type of behavior is potentially discrediting to the members, their family, and the public's confidence in the military that is sworn to protect them.

2. References.

- a. Army Regulation (AR) 600-85
- b. AR 135-178
- c. MEDCOM Reg 40-51
- d. Alabama Code of Military Justice
- e. Army National Guard SOP

3. Applicability. This policy applies to all members of the Alabama Army National Guard.

4. Policy.

a. Commanders are responsible for the urinalysis testing program within their command. Regardless of rank and years of service, members testing positive for illicit drugs are subject to disciplinary action, and will be processed for separation from the Alabama Army National Guard.

b. Members shall not abuse alcohol; possess, distribute, or use illicit drugs; and/or condone such activities in the unit or workplace.

c. Drug testing shall be conducted by all Alabama Army National Guard (ARNG) units each quarter with a minimum of 25% of personnel being tested. This rate complies with testing levels set out in the above referenced National Guard Bureau guidance. Testing will be performed at random and unannounced IAW regulations/policies above.

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d. The misuse or abuse of prescription medication(s), or failure to provide valid prescription history and physician documentation to explain a prescription positive will be cause for separation action.

e. Service Members, who refuse to participate in the urinalysis collection process, are in violation of a direct order and may be processed under applicable code for disciplinary action in addition to processing for separation and other administrative actions outlined under this policy.

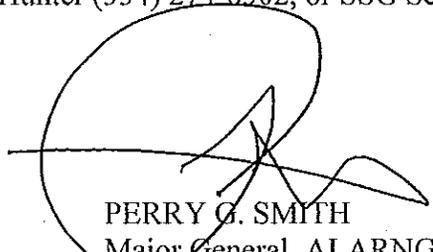
f. Service members whose urinalysis results in a positive for an illicit drug, an undocumented prescription positive, and those who fail to provide a specimen are immediately flagged for adverse actions. No favorable personnel actions are allowed until flagging action is removed.

g. Service members who are subject to legal and administrative actions must meet the requirements specified in AR 600-85 Chap 10, para 10-9 in order to obtain authorization and/or waiver to deploy.

h. Commanders must refer Service Members to seek care for substance abuse problems either through self referral or command directed referral.

5. AGR, full-time National Guard counterdrug personnel, Personnel Reliability Program personnel, Aviation personnel, and Soldiers performing the duties in the MOSs listed below are required to submit a urinalysis specimen a minimum of once in each fiscal year unless they are detailed to duties outside their MOS or are assigned as instructors or to battalion or higher staffs for the entire fiscal year; 21M Firefighter, 31B MP, 31D CID special Agent, 31E Corrections Specialist, 68D Operating Room Specialist, 68E Dental Specialist, 68K Medical Laboratory Specialist, 68P Radiology Specialist, 68Q Pharmacy Specialist, 68W Healthcare Specialist, 68X Mental Health Specialist, 92R Parachute Rigger, and all officers in the medical corps, dental corps, medical specialist corps, nurse corps, or medical Service corps officers with a primary area of concentration of 67E, 67F, 67G, 71E, 62C, 73A, or 73B. All UPLs will submit to urinalysis testing a minimum of once in each 12 month period.

6. Points of contacts are SFC Sheila D. Hunter (334) 274-6302, or SSG Scott A. Kigerl (334) 274-6301, NGAL-G1-SAP.



PERRY G. SMITH
Major General, ALARNG
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