Labor Management Training Scenario

Your table is the union labor-management committee at Bragg
University. The company has a policy in their employee handbook that
drug testing can be done at random. The policy states that the
Employee must go to a drug testing company to do a urine analysis
within two hours of being directed by management. Recently,
Management has started to do swab testing onsite and 4 employees
have failed this test and have been terminated.