

**LOCAL LAW 2015-06
TOWN OF WEST SENECA
MODIFICATION TO Chapter 25: PERSONNEL POLICIES**

§ 25-18. Drug-free workplace policy.

A. One of the Town's primary objectives is to provide a safe, healthful and productive working environment for all of its employees. This means that all employees must be in suitable mental and physical condition at all times while working for the Town. Our work environment and our employees must be completely free of substance abuse and its harmful and dangerous effects. All applicants offered a position, to be hired after the effective date of Local Law 2015-6, *and those returning for seasonal employment* will be required to submit to a drug screen as a condition to their hire. In its sole discretion, the Town Board of the Town of West Seneca may refuse to hire an individual who fails a drug test. In its sole discretion, the Town may hire an individual who fails a drug test and impose conditions, the violation of which may result in all remedies, up to and including termination.

Article V. Background Checks & Physicals

§ 25-20. New hires after June 15, 2012.

A. The objective and policy of the Town of West Seneca is and has been to maintain a safe and healthful environment for all employees, residents, and all members of the general public who visit the Town.

B. In order to further effectuate this objective and policy, *as of the effective date of Local Law 2015-6*, all applicants offered a position will *undergo* a criminal history check *and submit a proof of physical form completed by a licensed physician. The proof of physical form shall be provided to applicants by the Supervisor or human resources coordinator.* In its sole discretion, and subject to all other applicable laws, the Town Board of the Town of West Seneca may refuse to hire an individual who refuses to undergo a criminal history check, whose criminal history check reveals a conviction of a misdemeanor or felony in the State of New York, or equivalent in any other jurisdiction, or whose *proof of physical form indicates they are physically unable to perform the work for which they were hired.*