



TERRITORY OF GUAM  
OFFICE OF THE GOVERNOR  
AGAÑA, GUAM 96910  
U. S. A.

**EXECUTIVE ORDER NO. 99-15**

**RELATIVE TO ADOPTING AND PROMULGATING A COMPREHENSIVE DRUG FREE WORKPLACE POLICY FOR THE GUAM MEMORIAL HOSPITAL AUTHORITY WHICH INCLUDES MANDATORY DRUG TESTING AS A CONDITION OF EMPLOYMENT IN THE GOVERNMENT OF GUAM; AND PROCEDURES FOR DEALING WITH ILLEGAL DRUG USE IN THE WORKPLACE.**

**WHEREAS**, over the last several years Guam has experienced an increase in the use of illicit drugs and this increase has led to a corresponding increase in the island's crime rate; and

**WHEREAS**, the use of illicit drugs has found its way into our elementary and middle school age children and there is a growing awareness that the health, safety and welfare of our community is jeopardized by the prevalent use of illicit drugs and alcohol abuse; and

**WHEREAS**, the Gutierrez-Bordallo Administration is committed to the eradication of the presence and use of deadly drugs within the workplace and throughout our community; and

**WHEREAS**, approximately 1,000 employees who work for the Guam Memorial Hospital Authority should represent the highest integrity in insuring a drug free workplace and anyone who aspires to become a government of Guam employee shall be free from drugs; and

**WHEREAS**, substance abuse is a serious island crisis which has a detrimental effect on the lives of many of our citizens, and has exerted a negative effect on the operation of business and government; and

**WHEREAS**, the government of Guam experiences a loss in the productivity due to drug-related absenteeism, injuries on-the-job, decreased work productivity and quality; and

**WHEREAS**, employees under the influence of illegal substances function below established standards and make impaired work decisions which may seriously affect their co-workers and members of the public; and

**WHEREAS**, government employees who use illegal drugs must themselves be primarily responsible for changing their behavior and, if necessary, begin the process of rehabilitating themselves; and

**WHEREAS**, the illegal use of workplace as a market place for drugs endangers the health, safety, and welfare of government employees and the community; and



**WHEREAS**, the government must maintain a work environment which eliminates waste and supports the health, well-being and productivity of all its employees as they carry out their responsibilities for the people of Guam; and

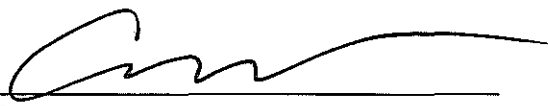
**WHEREAS**, the Federal Omnibus Drug Act of 1998 stipulates that any state or territory of the United States which is a recipient of federal dollars must establish a drug free workplace; and

**WHEREAS**, a drug free workplace is fundamental to efficient, effective and responsive government;

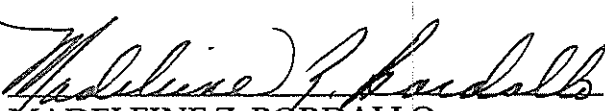
**NOW, THEREFORE, I, CARL T. C. GUTIERREZ, I Maga'lahaen Guåhan, Governor of Guam, by virtue of the authority vested in me by the Organic Act of Guam, as amended, and the laws of Guam, deeming such actions in the best interests of public health and safety, law enforcement and the efficiency of government service, and in order to establish standard procedures in achieving a drug free workplace while protecting the privacy of the Guam Memorial Hospital Authority employees, hereby proclaim the following:**

1. The Guam Memorial Hospital Drug Free Work Place Program Policy approved by the Civil Service Commission on May 25, 1999, is hereby adopted and promulgated. The policy is attached.
2. Applicants selected for and offered employment within the Guam Memorial Hospital Authority shall undergo and pass a mandatory drug test before being employed. Failure to submit to or pass such drug test shall be grounds for rescinding the offer of employment, unless the applicant is undergoing treatment through a rehabilitation program approved or recognized by the Department of Mental Health and Substance Abuse, in which case the applicant must successfully complete the program within the prescribed time before being employed.

**SIGNED AND PROMULGATED at Hagåtña, Guam this 3rd day of October, 1999.**

  
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**CARL T. C. GUTIERREZ**  
I Maga'lahaen Guåhan  
Governor of Guam

**COUNTERSIGNED:**

  
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**MADELEINE Z. BORDALLO**  
I Segunda na Maga'lahaen Guåhan  
Lieutenant Governor of Guam