Guidance on how to handle the random testing of employees in different locations or terminals.

## Question

Multiple Locations and Random Testing: Can an employer make random drug and alcohol testing selections by terminal if the company has multiple locations?

## Answer

Yes. If a random selection is done based on locations or terminals, a two-stage selection process must be utilized. The first selection would be made by the locations and the second selection would be of those employees at the location(s) selected. The selections must ensure that each employee in the pool has an equal chance of being selected and tested, no matter where the employee is located. See [§382.305, Question 7]