Guidance on including employees who are temporarily off work in the random pool

**Section § 382.305: Random testing.**

## Guidance Q&A

**Question 10: If an employee is off work due to temporary lay-off, illness, injury or vacation, should that individual’s name be removed from the random pool?**

**Guidance:** No. The individual’s name should not be removed from the random pool so long as there is a reasonable expectation of the employee’s return.