

Workplace Drug Testing: New Iowa Court of Appeals Ruling Signals Best Practices for Employers

January 18, 2024 – Dorsey Health Law
by William J. Miller and Joshua Hughes

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On January 10, 2024, the Iowa Court of Appeals filed its opinion in *Hampe v. Charles Gabus Motors, Inc., et al.*, which involved a former employee who was terminated for refusing to submit to a random workplace drug test. While the court of appeals' ruling does not impose any new requirements on employers, the ruling provides clarity on an employer's obligations when complying with Iowa Code 730.5, Iowa's private sector drug testing law.

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