

E 140 - DRUG / ALCOHOL SAFETY POLICIES

The company has strict policies governing safety and drug use which you must be familiar with. These policies and procedures are for your benefit and well-being. You may not possess, distribute, manufacture, or transport on company property, job sites, or on company business, or during working hours, any illegal drugs, equipment or paraphernalia related to illegal drugs, prescription drugs other than those for whom they were prescribed, or alcoholic beverages, except as specifically pre-approved and authorized for or at company sponsored functions. You may not use or carry any lethal weapons or allow suppliers, customers or subcontractors to use or carry lethal weapons on company property unless they are police officers or security guards with prior written consent from the company.

The company has a vital interest in maintaining a work environment which promotes the health, welfare and safety of its employees. Being under the influence of drugs and/or alcohol poses unnecessary and unacceptable safety and health risks not only to the user, but to all of those who work with him or her. The company has enacted and will carry out reasonable measures for ensuring a drug-free and alcohol-free workplace.

The possession, transfer, manufacture, distribution, sale or use of drugs and alcoholic beverages is not tolerated by the company and is inconsistent with its goal of operating in a safe and productive manner. Accordingly, no employee shall use or have in his or her possession such contraband on company property or jobsites. Additionally, no company employee shall report to work under the influence of alcohol or drugs. Any employee violating this policy will be subject to the policy to disciplinary action. In order to enforce this policy, the "company" reserves the right to request person(s) subject to the policy to take drug and alcohol tests. Positive results from such tests shall be grounds for disciplinary action. Failure to agree to a drug and alcohol test will be considered a violation of this policy and appropriate disciplinary measures will be taken.

The company recognizes that chemical dependency is a serious health problem and encourages all employees to seek assistance for such problems. All supervisors and those charged with administrating this policy will use every effort to maintain strict confidentiality. The company considers adherence to this policy to be essential and therefore a condition of employment.