

DRUG AND ALCOHOL TESTING POLICY (THE POLICY)

PURPOSE OF THE POLICY

Employer has established this drug and alcohol testing policy (THE POLICY) to assist us in providing a safe and healthy working environment for our employees, to protect our property and the property of our customers, and to cooperate with our clients in their efforts to provide safe and efficient operations.

The employer discourages use of intoxicating beverages or substances during the employee's work hours and discourages either on or off the job use of a nonprescribed controlled substance as defined in 21 U.S.C. 812, Schedules I, II, III, IV, and V. It is the policy of this company that impairment by use of illegal drugs or alcohol is strictly prohibited on the job. The purpose of this policy is to ensure the safety of the workers and the public, to ensure security and to ensure better job performance. Any employee found impaired by or in use of an illegal drug or alcohol while on the job will be subject to discipline, including discharge.

STATEMENT OF THE POLICY

The use, possession, concealment, transportation, promotion or sale of the following items or substances by an employee of the employer or by any employee of a subcontractor for the employer is strictly prohibited on all company premises:

- A. Illegal drugs, controlled substances (including trace amounts) look-alike drugs, designer drugs, or any other substance which may have the effect on the human body of being a narcotic, depressant, stimulant, hallucinogen or cannabinoid (herein called "drugs");
- B. Unauthorized alcoholic beverages; and
- C. Unauthorized prescription drugs.

Also prohibited is being at work or reporting for work, with any detectible quantity of any drug or alcohol in the employee's system.

“Company premises” includes all locations at which work is performed by any employee of the employer or which are assigned to any employee for its use by a client or other contractor, including parking lots and storage areas. It also includes aircraft, automobiles, trucks and all other vehicles and equipment, whether company owned or leased.

Employees or others on company premises who are using prescription drugs under doctor’s orders must notify a supervisor prior to beginning work of the identity and dosage of such prescription drugs. The employer at all times reserves the right to have a physician determine if a prescription drug or medication produces hazardous effects and may restrict its use on company premises or restrict the employee’s work activity.

DRUG AND ALCOHOL TESTING

Employer may utilize a drug and alcohol test or other approved medical testing procedures to help in the control or detection of drug or alcohol usage. These tests may be utilized in, but are not limited to, the following circumstances:

1. Pre-employment examinations;
2. Re-entrance employee examinations;
3. Annual employee physicals;
4. When an employee’s supervisor has a reasonable suspicion that the employee is intoxicated, or is using or working under the influence of drugs or alcohol;
5. Following any alleged job related accident or incident; and
6. Random selection.

The results of these tests will be kept confidential and will normally be known only to management personnel in the particular decision making chain and to the employee(s) tested.

Any employee suspected of being impaired by or in use of an illegal drug or alcohol will be subject to drug and alcohol testing.

Any employee who tampers with or interferes with the administration of a drug test will be subject to discipline, including discharge.

The employer intends to exercise its right to administer drug and alcohol testing or demand that the employee submit himself to drug and alcohol testing immediately after any alleged job related accident.

If the employee refuses to submit himself to drug and alcohol testing immediately after the alleged job accident, then, according to LSA R.S. 23:1081 it shall be presumed that the employee was intoxicated at the time of the accident.

Any claim for workers' compensation benefits can be met by the defense of intoxication. The employer must prove the employee's use of the controlled substance only by a preponderance of the evidence.

DISCIPLINARY ACTION FOR POLICY VIOLATIONS

An employee who refuses to submit to a drug and alcohol test or other approved medical testing procedures, tampers with or interferes with the administration of a drug test, or is found as a result of such test to have had any detectable quantity of any illegal drug, controlled substance or other substance which may have an effect on the human body of being a narcotic, depressant, stimulant, hallucinogen or cannabinoid in his system or who otherwise violates THE POLICY will be subject to disciplinary action up to and including discharge. Compliance with THE POLICY and programs is a condition of employment.

The proper law enforcement authorities may be notified in appropriate cases.

This POLICY and these programs are made for the maximum safety and well-being of all employees and other personnel. Your assistance and cooperation for the achievement of this goal is vitally important.

ACKNOWLEDGMENT

I have read and understand THE POLICY and agree to submit to all of its requirements (including drug and alcohol testing). If the drug and alcohol testing results are positive, the cost of such tests will be at the expense of the applicant/employee. Such costs may be deducted from any wages earned. I understand that compliance with THE POLICY is a condition of employment with this company or my remaining on its property if I am a non-employee. I understand that disciplinary action will be taken if I am found in violation of THE POLICY.

Date: _____

Employee/Non-Employee Name
(Please Print)

Date: _____

Employee/Non-Employee Signature

Date: _____

Company Representative Signature