

EMPLOYEE & APPLICANT NOTICE

Our Company Is a DRUG-FREE WORKPLACE

Our Company is committed to maintaining a productive, drug-free workplace that keeps employees and customers safe from harm. For this reason, we may require applicants and employees to take screening tests for alcohol and illegal drug use before hiring and during employment.

We expect all employees to comply with this drug-free workplace policy, to be responsible for their actions, and to recognize and report any workplace dangers.

Dangers of Drug and Alcohol Abuse

Drugs and alcohol can have serious - even fatal - effects. The health and well-being of employees, coworkers and customers can be endangered by:

- Dependence or addiction
- Medical emergencies or accidents resulting from drug- or alcohol-induced impairment
- Chronic physical problems resulting from drug or alcohol abuse
- Increased risk of exposure to HIV, hepatitis and other diseases

Safety-Sensitive Industries

Under the Omnibus Transportation Employee Testing Act of 1991, employers in safety-sensitive industries - including aviation, motor carriers, interstate trucking, government vehicles, bus transport, railroad and mass transit - must test all employees for drug and alcohol use. This can include:

- Random alcohol tests before, during or immediately after the performance of safety-sensitive work.
- Two evidential breathing tests (BRT) with devices approved by the National Highway Traffic Safety Administration to determine whether an employee has a prohibited alcohol concentration.

State laws and company policy may require employees in other industries to conduct alcohol and drug testing.

If you suspect a coworker of drug or alcohol abuse, please report it to your manager or safety supervisor.



ZERO TOLERANCE