

## Policy on Substance Use and Abuse I.A.T.S.E. Local 635

I.A.T.S.E. Local 635 is committed to providing a drug free environment. Not only can the use and/or abuse of drugs and alcohol jeopardize the health, safety and well-being of the individual user and other co-workers, but it also results in absenteeism and productivity concerns, higher workers' compensation costs and health/disability premiums, and endangers the safety of the general public who attend events we staff.

Since our members are our most valuable resources, and the safety of our members and the public is important to us, we have developed and published this substance abuse policy to help us contribute to the solution of this very difficult health and social problem. While a good policy alone can't reduce substance abuse, it is the indispensable foundation for an effective effort against substance abuse.

Although I.A.T.S.E. Local 635 is not required to comply with the Drug Free Workplace Act of 1988, or the drug testing guidelines published by the U.S. Department of Health and Human Services and/or the U.S. Department of Transportation, our policy takes into account those requirements. Those provisions establish reasonable bases to ensure that the legitimate needs of the members are balanced properly against I.A.T.S.E. Local 635's concerns of protecting the workplace, the public and our members.

Therefore, it is the policy of I.A.T.S.E. Local 635 that the possession, sale or use of illegal drugs or alcohol in the workplace is not consistent with I.A.T.S.E. Local 635's needs to operate in a safe and efficient fashion. For that reason, no member of I.A.T.S.E. Local 635 may use or possess unlawful drugs or alcohol, i.e., any substance found on the \*list of controlled substances issued by the Food and Drug Administration now or in the future, at any time while on a call or at a location where I.A.T.S.E. Local 635 refers it's members. This policy also prohibits members from such use that impairs his/her performance of work on the job, as well as prohibiting use while on a call or representing I.A.T.S.E. Local 635 at any time. In addition, while I.A.T.S.E. Local 635 has no desire to intrude upon the private activities of its members when they are away from work and not on a call, involvement with unlawful drugs, including their manufacture or distribution, constitutes a severe breach of accepted conduct and is also prohibited.

Members are also prohibited from bringing prescription drugs to a call, unless they have been prescribed by a licensed physician, such drugs can only be utilized by members receiving such prescriptions in the manner, combination and quantity prescribed. In instances where any member holds a position that I.A.T.S.E. Local 635 considers to be safety sensitive, we must be notified by the member that the use of prescription drugs on the job will not impair the individual's working abilities and in some cases, by a suitable statement from the prescribing physician.

Members are prohibited from using alcoholic beverages during a call or within six (6) hours prior to reporting to a call, and/or being under the influence of alcohol while on a call. Member use or possess alcohol on a client's property in any unauthorized manner, or bring alcohol onto a client's property for the purpose of such use.

Any member who is convicted of a crime involving the violation of any Federal or non-federal statute prohibiting the manufacture, sale, distribution, possession or use of any controlled substance in the work place must notify I.A.T.S.E. Local 635 within five (5) days after such conviction.

Violation of any portion of this policy will subject the member to appropriate disciplinary measures that may result in a fine and/or reprimand, suspension or expulsion. All members in positions considered by the I.A.T.S.E. Local 635 to be safety sensitive shall be subject to inquiry prior to job assignment, following an accident on a call or on I.A.T.S.E. Local 635 business. Any member whose conduct, appearance or behavior may tend to suggest that the individual is impaired or otherwise not fit to perform the tasks of his or her job due to suspected influence of drugs or alcohol, will be asked to agree to answer some questions. Refusal to agree to answer some questions may subject the member to disciplinary actions, which may lead to termination, or in the case of a non-member, to elimination from consideration for future referral.

I.A.T.S.E. Local 635 will treat the details of any member's participation in an accredited inpatient drug/alcohol treatment assistance program confidentially, to the greatest extent possible, to ensure that the member's privacy is respected.

The elements of this Substance Abuse Policy are intended to achieve the overall goal of fostering a drug-free workplace and a healthy, safe environment for our valued members, the clients we serve and the general public. Although this policy has been carefully written to address all of the concerns in this sensitive area, I.A.T.S.E. Local 635 reserves the right to modify or amend it. I.A.T.S.E. Local 635 will make every effort to see that its members will be notified if any changes are made.

A copy of this Substance Abuse Policy will be provided to every person hired by I.A.T.S.E. Local 635, to any person offered conditional employment, and upon request, to any job applicant. This policy applies to all members, conditional members or non-member referrals. Its receipt and acknowledgment by each is required on the Rights and Policy Statements Check-off. Anyone who has questions or concerns about this policy should contact the local's Business Representative.

\*See FDA Part 1308--Schedules of controlled Substances  
Schedules I., II., III., IV., V. of controlled substances at:  
<http://www.accessdata.fda.gov/scripts/cdrh/cfdocs/cfcfr/CFRSearch.cfm?CFRPart=1308>