

ALCOHOL AND DRUG FREE WORKPLACE

It is the responsibility of Emcon Services to provide a safe and healthy work environment for all employees. As members of the Road and Bridge Maintenance Industry, we are acutely aware of the results of alcohol and drugs when mixed with operating machinery of any type. In carrying out our responsibilities at worksites and on the public highway system, we expect that our employees will be alert and able to react quickly to changing conditions. This need is incompatible with the use of drugs or alcohol. Immediately preceding or during work is not the place to mix your responsibilities with drugs and/or alcohol.

As such, Emcon Services has established the following policy. Effective June 1, 2007 all new employees will have a drug-screening test prior to hire. Drug screening will be done at an approved laboratory with appropriate supervision. A positive test will mean that person will not be hired. The new employee must not commence work until the test results have been received and reviewed by management.

Random testing of existing employees is the desired option in the long term. Ongoing discussions will occur with labour union representatives to achieve a drug free work site.

Drug screening may also be carried out subsequent to any personal or vehicle incidents.

Employees should be aware that disciplinary action, in the form of immediate suspension, will automatically follow those employees who place themselves, their co-workers and the public in jeopardy by mixing the workplace with drugs and / or alcohol.