

A M E N D E D

POLICY NO. 63

BOARD OF COUNTY ROAD COMMISSIONERS
OF THE COUNTY OF ST. CLAIR

SUBJECT: Drug Free Work Place

AMENDED: August 19, 2002

To establish and maintain a safe, healthy working environment for the protection of employees and citizens; to reduce the number of accidental injuries to persons and property; to reduce absenteeism and tardiness; to improve productivity and efficiency; to provide drug/alcohol rehabilitation assistance for any employee who seeks such help or who may require it, so that they may perform in the work place as a useful, productive employee for the good of themselves and the Commission; and, pursuant to the Drug Free Work Place Act of 1988 and the Omnibus Transportation Employee Testing Act of 1991:

The Commission prohibits the unlawful manufacture, distribution, possession, use or being under the influence of a controlled substance or an intoxicating liquor on Commission premises or worksites, in Commission vehicles or equipment or while on Commission business.

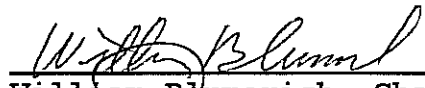
The Commission, Local 516M, AFL-CIO, Administrative and Technical Employees' Association and Non-Union personnel recognize that a drug/alcohol problem does not occur as a one time incident and are treatable illnesses which in most cases require extensive education, treatment and rehabilitation.

1. Definitions

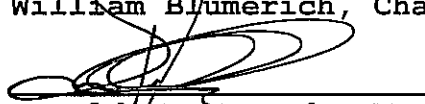
- A) "Controlled substance" means a drug substance as defined in the Michigan Controlled Substance Act (M.C.L.A. 333.7104 (2));
- B) "Intoxicating liquor" means any drink defined as an alcoholic beverage under the Michigan Liquor Control Code (M.C.L.A. 436.1105);
- C) "Under the influence" means that condition as it is defined under the Federal Motor Carriers Safety Regulations Part 383, as amended.

2. Every employee will be required to submit to a blood, urinalysis, or breath examination at the Employer's expense for the purposes of detecting the employee's use of unlawful

- A) Agrees that a substance abuse situation exists and/or voluntarily identifies himself as a user of illegal drugs or volunteers for drug testing prior to being identified through other means; and
 - B) Obtains counseling or rehabilitation through the Employee Assistance Program or seeks medical attention through an accredited program; and
 - C) Thereafter refrains from further violation of this policy.
5. All drug/alcohol screening will be performed by a reliable medical and/or testing organization at Employer's expense in accordance with the Department of Transportation regulations, as amended, and will include at a minimum, a confirming analysis of any positive results.
6. Drug/alcohol tests will be limited to those which are mandated by state and federal laws and/or as agreed to herein.
7. Any employee convicted of a work place violation of any criminal drug statute must report the conviction within five (5) days to the Commission.
8. In compliance with the Drug Free Work Place Act of 1988, and the Omnibus Transportation Employee Testing Act of 1991, St. Clair County Road Commission and Local 516M, Administrative and Technical Employees Association and Non-Union personnel have adopted and have in force the foregoing policy regarding drugs in the work place. Every employee shall be given a copy of this statement and understands that strict compliance with this policy will be enforced and is a condition of employment.
9. Interpretation and application of this policy is subject to grievance procedures in the employee's contract.



William Blumerich, Chairman



Donald M. Maronde, Managing Director

Adopted: 03-03-92