

Mora-San Miguel Electric Cooperative, Inc.
Alcohol and Drug Policy
Board Policy No. 215

Subject: Alcohol and Drug Policy

Objective: Alcohol and drug use in the workplace endangers the health and safety of the public and the employees of Mora-San Miguel Electric Cooperative, Inc. The Mora-San Miguel Electric Cooperative, Inc. strives to maintain an alcohol and drug-free workplace – using alcohol, illegal or controlled substances is prohibited on Mora-San Miguel Electric Cooperative, Inc. property, in Mora-San Miguel Electric Inc. vehicles, or while conducting Mora-San Miguel Electric Cooperative, Inc. business.

As a condition of continued employment, employees must be alcohol and drug-free in the workplace and comply with the terms of this policy. Mora-San Miguel Electric Cooperative, Inc. will provide notification, education, assistance, and training as required by law.

- a. All forms of narcotics, depressant, stimulants, hallucinogens, or other drugs, including marijuana (with or without a medical marijuana card, patient registry number and/or prescription) whose use, possession or transfer is restricted or prohibited by federal, state or local law;
- b. Prescription drugs or over-the counter medications not used in accordance with product and/or physician instructions or pursuant to a valid prescription;
- c. Prescription drugs or over-the-counter medication that impairs the employee's ability to perform their work safely.

PHILOSOPHY

Mora-San Miguel Electric Cooperative, Inc. is committed to preserving an alcohol And drug-free workplace and to taking appropriate disciplinary action against any employee who violates the Mora-San Miguel Electric Cooperative, Inc. alcohol and drug policy.

Policy: To the extent any provision of this policy conflicts with the Collective Bargaining Agreement, the latter shall control.

Standard-Random Testing

Random testing is required for all employees.

The Random Alcohol and Drug Testing Coordinator shall ensure that the means of random selection remains confidential, and periodically evaluate whether the numbers of employees tested and the frequency with which the tests will be administered satisfy Mora-San Miguel Electric Cooperative, Inc.'s policy to achieve an alcohol and drug-free workplace.

An individual selected for random testing, and the individual's first-line supervisor, shall be notified the same day the test is scheduled, preferably, within two hours of the scheduled testing. The supervisor shall explain to the employee that the employee is under no suspicion of taking illegal/controlled drugs and that the employee's name was selected randomly.

An employee selected for random testing may obtain a deferral of testing if the employee's first-line and higher-level supervisors concur that a compelling need necessitates a deferral on the grounds that the employee is:

1. In a leave status (sick, annual, administrative or leave without pay); or
2. In official travel status away from the test site or is about to embark on official travel scheduled prior to testing notification.

An employee whose random test is deferred will be subject to an unannounced Test within the following 60 days.

CONFIDENTIALITY

Allegations of an employee, who is suspected of violating this policy, and subsequent testing and results, will be kept confidential.

DISCIPLINE

Mora-San Miguel Electric Cooperative, Inc. will discipline individuals found to be under the influence to the slightest degree of alcohol, illegal or controlled substances in the workplace. Disciplinary actions will normally result in termination although lesser sanctions may require the employee to satisfactorily participate in an approved drug abuse assistance or rehabilitation program. Mora-San Miguel Electric Cooperative, Inc. is not required to implement a lesser sanction than termination.

RESPONSIBILITY

Employees are responsible for being alcohol and drug-free in the workplace. Employees prescribed a controlled substance or taking a non-controlled substance that contraindicates performing their work safely, driving or use of heavy machinery shall report this to a supervisor immediately. Employees and supervisors shall report violations of this alcohol and drug policy.

TESTING PROCEDURES

The employee will be transported to an alcohol and drug testing facility contracted by Mora-San Miguel Electric Cooperative, Inc. where a urine specimen will be collected from the employee. Refusal to submit to testing will result in termination.

If test results reveal the presence of alcohol, illegal or controlled substances, the employee will be given an opportunity to provide a medically acceptable explanation. If the employee has a prescription for the substance found or provides another medically acceptable explanation for the positive test results, the matter will be addressed by the employee's supervisor in a manner that preserves the safety of the employee, the safety of his or her coworkers, and the safety of the public.

If test results reveal the presence of alcohol, illegal or controlled substances and the employee does not provide a medically acceptable explanation, the employee generally will be terminated. As an alternative sanction, the employee may be allowed to enter into a treatment program acceptable to Mora-San Miguel Electric Cooperative, Inc. and to enter into and abide by a return to work agreement which will require the employee to, among other things, a substance abuse evaluation and agreement to undergo counseling and/or treatment.

The Board shall be responsible for the enforcement of this Policy.

Approved: March 30, 2004

Effective: March 30, 2004

Revised: December 28, 2017


Board Secretary