

<b>Garmong Construction Services</b>					
<i>EMPLOYEE SAFETY POLICY HANDBOOK – Substance Abuse</i>					
<b>Last Revised:</b>	<b>January 24, 2012</b>	<b>By</b>	<b>Douglas Mahurin, MS, CSP</b>	<b>This Copy Printed:</b>	<b>1/24/2012 4:52:00 PM</b>

## ***SUBSTANCE ABUSE POLICY***

The company recognizes alcohol and other drug dependency as an illness and a major health and behaviour problem. The Company also recognizes alcohol and drug misuse and abuse as a potential health, safety, and security problem. Employees needing help in dealing with such a problem may use an assistance program, disability plans, and health coverage plans as appropriate. Conscientious efforts to seek and use such help will not jeopardize an employee's job.

At the same time the company is also concerned about the potential for adverse effects of alcohol or other drug use on employee health and safety and corporate security. Employees are expected and required to report to work on time and in the appropriate mental and physical condition for work. It is the intent of this policy to provide a drug-free, healthy, safe, and secure work environment.

It is prohibited to use or have consumed any amount of mood-altering substances on company premises and/or while conducting company business and during working hours, including breaks. Further, any possession, transfer, or sale of such legal or illegal substances while working on or off company premises is also prohibited. This includes all forms of alcohol, narcotics, depressants, stimulants, hallucinogens, and marijuana. Violations of this policy will result in disciplinary consequences, including possible termination and possible criminal prosecution.

All employees are subject to the following Substance Abuse Tests:

- Pre-Employment
  
- Random
  
- Post Accident
  
- For-Cause

## **SAFETY PROGRAM**

### IUCSAT Drug Screening

Garmong is a participating member of the Indiana Union Construction Substance Abuse Trust (IUCSAT). In order to work for Garmong, all trade personnel as members of the Carpenters or Laborers locals must have a valid IUCSAT drug card in their possession indicating they are drug free and available to work. Laborers obtain cards by contacting their specific local union and applying through them.

Midwest Toxicology Services, Inc. is the third party administrator for IUCSAT and as such handles all random drug screenings and card holder's status. Midwest Toxicology will immediately notify Garmong of any employee that has failed a drug screening and that employee will be removed immediately from the jobsite.

Garmong has a primary and alternate contact name registered with Midwest Toxicology. Every week Garmong's primary contact will check all field employees' drug card status through the MICCS approved website [www.construction safesite.org](http://www.construction safesite.org) to confirm that all employees have valid cards and are "Available" to work. If any employee is found to be a status of "Not Available" through this process, that employee will be removed from the jobsite until the matter has been cleared.