

Rural Municipality of Heart's Hill No. 352

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4.6.5 DRUG and ALCOHOL POLICY

Employees who report for work under the influence or the effects of alcohol or illegal or legal drugs will be immediately dismissed from the workplace. The use of alcohol or drugs at work is prohibited at all R.M. of Heart's Hill No.352 worksites and is just cause for dismissal.

Note: Employees should also alert the R.M. of Heart's Hill No.352 if they are taking prescription drugs that have side effects that could alter judgment or alertness.

Drug and alcohol abuse adversely affects work performance and modifies one or more of the user's functions such as vision, hand-eye coordination, and judgment. When an employee is suspected of alcohol or drug abuse, R.M. of Heart's Hill No.352 will inform the employee that his or her performance is unsatisfactory and encourage the employee to seek professional help. After an agreed upon monitoring period, R.M. of Heart's Hill No.352 will take the necessary disciplinary action if there is continued impairment of work performance.

R.M. of Heart's Hill No.352 Drug and Alcohol Policy does not include mandatory drug screening as this can result in an unreasonable invasion of privacy. However, R.M. of Heart's Hill No.352 would consider testing post incident if there was reasonable cause.

RATIONALE:

AUTHORITY:

Resolution: 287/19

The Municipalities Act: 81, 82(1)

Safety Manual, July 2018: 9.0 General Safety Practices