



Drug Policy

Policy Rules

The following rules prohibit employees and subcontractor employees from the following

1. Reporting to and/or being at work under the influence of illegal drugs, unauthorized controlled substances, alcohol or other intoxicants
2. The on premise use, manufacture, distribution, dispensing, possession, sale or purchase of illegal drugs, drug paraphernalia, unauthorized controlled substances, alcohol or other intoxicants.
3. Reporting to and/or being at work under the influence of prescribed over the counter drugs where such use prevents the employee from performing the duties of the job or poses a safety risk to the employee, other persons, or property are prohibited. Legally prescribed drugs may be permitted on the job site or company property provided the drugs are contained in the original prescription container and are prescribed by an authorized medical practitioner for current use by the person in possession. Supervisors and managers are to be informed when such legally prescribed drugs are in use on the job site and company property and it is the employee's responsibility to know all adverse effects of the current legal medications in use.
4. Refusing to comply with searches by supervisors, managers, or other authorized personnel.

Instances for Drug and Alcohol Testing

Golder Acoustics, Inc. and contractor on-site project management may use their discretion for drug and alcohol testing. Testing will be performed by urine and/or blood sample under, but not limited to, the following conditions:

1. Post-Accident: Employees will be tested after a work place accident or incident resulting in personal injury, injury of coworkers or other job-site personnel, or damage to property.
2. Reasonable Suspicion: All employees are subject to testing according to company policy.
3. Random: All employees are subject to unannounced random drug tests.

Disciplinary Actions:

1. Positive Drug Tests: Any employee who tests positive, as determined by a certified laboratory with the cut off levels listed below, for an unauthorized drug, illegal drug or alcohol will not be permitted to work on property of the contractor, will be put on unpaid suspension for three weeks, and may return to another job-site for a separate contractor after testing clean.
2. Refusal to Comply: Any employee who refuses to submit a urine or blood sample for testing under this policy will be considered a positive drug test. Any employee who refuses to execute the necessary paperwork, who fails to disclose consumed drugs, who refuses to cooperate with search, or who otherwise fails to cooperate with the policy will be treated as a positive drug test.

Test Cut Off Levels

<u>Compound</u>	<u>EMIT Screen Detection Limits</u>	<u>Confirmation Method</u>
Amphetamine	1,000 ng/mL	GC-MS
Barbiturates	300-3,000 ng/mL	GC-MS
Cocaine Metabolites	300 ng/mL	GC-MS
Opiates	300 ng/mL	GC-MS
Phencyclidine	25 ng/mL	GC-MS
THC Metabolite	50 ng/mL	GC-MS