

SUBSTANCE ABUSE AND TESTING

SECTION 314

POLICY

In an effort to insure a safe environment for our patients and associates alike, Life EMS requires that the use, sale, purchase, possession, distribution, or being under the influence of legal or illegal drugs or alcohol on company property, in company vehicles, or during work hours (including break time and lunch) is strictly prohibited.

PROCEDURE

Life EMS will test associates for the following reasons:

1. Pre-employment: All applicants must undergo a pre-employment physical that includes testing for drugs and alcohol prior to beginning work as an associate of Life EMS.
2. Reasonable Cause: An associate is suspected of being under the influences of drugs or alcohol.
3. Post Accident: An associate is involved in an accident with company property or equipment.
4. Random: All associates are subject to random drug testing.

The following conduct is strictly prohibited:

1. Using, selling, buying, soliciting, transporting, or possessing illegal drugs.
2. Using or being under the influence of legal drugs that are being used illegally (including a drug prescribed for another person).
3. Using or being under the influence of legal drugs that can adversely affect the ability of the associate to perform his or her job safely. (It is the associate's responsibility to obtain advice and instructions from the prescribing physician before performing job duties.)
4. Consuming alcoholic beverages of any kind for at least eight (8) hours prior to the beginning of his or her shift. CAUTION: Absorption and elimination rates differ in individuals; therefore, eight hours may not be a sufficient amount of time.
5. Using, possessing, or being under the influence of alcohol at any time during work hours.

An associate who has reason to believe that another associate is engaged in substance abuse must report this fact to his or her supervisor immediately.

Any associate who takes prescription drugs or over-the-counter medications that contain warnings of drowsiness or an impact on the ability to operate a vehicle must notify his or her supervisor in writing before performing any job duties. Associates taking such prescription or over-the-counter medications may be subject to drug screening before being approved to return to work.

Associates are considered "under the influence" of alcohol if their blood alcohol level exceeds 0.0. A blood alcohol test result that registers an alcohol concentration level above 0.0 will be considered a positive result and will result in immediate termination.

When an associate refuses to submit to a drug and/or blood alcohol test completed through blood or urinalysis test, the refusal will be treated as insubordination and will be grounds for termination.