

PSEJATC SUBSTANCE ABUSE POLICY

All apprentices are subject to the provisions of the Substance Abuse Program (SAP) negotiated between the Puget Sound Chapter of NECA and IBEW L.U. 46. It is the responsibility of the apprentice to review and abide by all policies and procedures included in the SAP, including any and all future changes to the SAP. Additionally, apprentices may be required to meet job site specific drug testing. Refusing to accept a job assignment with pre-hire substance abuse screening including the screening of THC is in violation of the PSEJATC Standards' policy regarding refusal of job referral.

Any individual entering a PSEJATC apprenticeship program through organizing or through the normal selection process that tests positive or does not take his/her test within 24 hours of notification will be denied indenturement. Individuals who are refused admission to or dropped from the program for a substance abuse violation are not eligible to apply for readmission to the Puget Sound Electrical JATC for twelve months. However, if the individual has completed at their own expense, a recommended rehabilitation program as prescribed by the Employee Assistance Program, the individual is eligible to reapply in six months.

The use or possession of alcohol or drugs by any apprentice at any time on JATC premises, or on the job site (including company vehicles), is strictly prohibited. Any person violating this policy will be subject to discipline, up to and including termination from the program.

Any apprentice who, during their probationary period, tests positive or has a SAP Violation (including a two-time dilute, providing an adulterated or out-of-temperature test specimen, or did not test within 24 hours of notification to test), will be terminated from the apprenticeship program and will not be eligible to reapply for the program for 6 months. At the time of reapplication, proof must be provided that the individual has completed, at their own expense, a recommended rehabilitation program as prescribed by the Employee Assistance Program.

Any apprentice subject to random testing or who is referred to a jobsite where mandatory substance abuse testing is conducted who tests positive at any time during apprenticeship, must have the results released to Puget Sound Electrical JATC. Failure to do so will result in immediate termination from the program. An apprentice who receives a positive test, as determined by a medical review officer, or refuses to accept a job assignment to a project with pre-hire substance abuse screening shall not be permitted to return to work until the PSEJATC Board of Directors ensures that all conditions established by the PSEJATC SAP are satisfied.

Failure to comply with provisions of the PSEJATC SAP after testing positive or providing an adulterated or out-of-temperature sample will result in the apprentice being terminated from the program.

Any apprentice testing positive or refusing to accept a job assignment to a project with pre-hire substance abuse screening on a second or subsequent occasion during the duration of their apprenticeship will be subject to termination from the program.

I have read and do understand the contents of the Puget Sound Electrical JATC Substance Abuse Policy.

Signature of Applicant

Date

Print Name