

## **Section 20**

### **SUBSTANCE ABUSE**

- (a) No Elevator Industry employee may use or possess unlawful drugs.
- (b) Employees shall not bring prescription drugs on Company property or job sites, unless a licensed physician has prescribed them. Only employees receiving such prescriptions in the manner, combination and quantity prescribed can utilize such drugs.
- (c) Employees shall not use over-the-counter or prescription drugs that may impair your performance.
- (d) Employees shall not use alcoholic beverages during working hours and shall not be under the influence of alcohol while at work.
- (e) Employees shall not bring alcohol onto the job site for the purpose of such use.
- (f) Employees shall be subject to drug and/or alcohol testing following an accident on Company property or on Company business.
- (g) Any employee whose conduct, appearance or behavior may tend to suggest that the individual is impaired or otherwise not fit to perform the tasks of his or her job and is under the influence of drugs or alcohol, will be required to submit to testing as specified in their Company policy.
- (h) Employees who have failed a previous test shall be subject to unannounced follow-up testing for a period of one (1) year after their return to duty.