It is the Plant Operations’ policy to provide a work environment that is free of substance abuse.

No use of alcohol or illegal drugs* is permitted or acceptable by any member of Plant Operations during work hours. This includes reporting to work at the beginning of the shift, returning to work from authorized work breaks or lunch periods. Zero tolerance is the rule during the work hours.

The use of alcohol or illegal drugs* by staff members on paid on-call status is not permitted. It is expected that staff members required to return to work after the end of a regular shift due to a call-back situation will be responsible for assessing their ability to perform their work safely and not be under the influence of alcohol or illegal drugs. *

Prohibited Conduct

- Using, being under the influence of, or possessing illegal drugs.*
- Using or being under the influence of legal drugs whose use can adversely affect the ability of the staff member to perform his or her job safely.
- Manufacturing, selling, buying, soliciting to buy or sell, transporting, or possessing illegal drugs.
- Using (i.e., drinking or swallowing any beverage, liquid mixture or preparation, including any medication containing alcohol) or being under the influence of alcohol at any time during assigned work hours.

Alcohol consumption in university buildings: Not only is consumption of alcohol by on-duty or on-call staff members prohibited; the consumption of alcohol by anyone on campus, including those not in a duty status, is permitted only at licensed campus locations or with the specific approval of the Associate Vice President for Facilities and Operations. The standing rule is that alcohol (and illegal drugs*) may not be used by anyone at any time in any Business and Finance-controlled space. This means that all Plant Operations buildings and other spaces assigned to Plant Operations are alcohol and drug free zones.

Supervisors are directed to the University SPG 201.15, Fitness for Duty, for direction on how to handle specific instances.

*In this case, illegal drugs means when the drug being dispensed or used or is in the individual’s possession in a manner not approved by the FDA
CDL Amendment dated January 20, 1994

No use of illegal drugs or other controlled substances by holders of Commercial driver’s License (CDL) is permitted or acceptable. In the event that any DOT random or for-cause drug screening reveals the presence of or misuse of any illicit or controlled drugs, including alcohol, the staff member testing positive for such substances will be suspended from work without pay until such time that further drug screening confirms the complete absence of those substances. In other words, no staff member who presents a positive test will be allowed to work in any capacity while any traces of drugs or alcohol are confirmed by acceptable drug screening or tests. Zero tolerance is the rule.

The period, of any duration, during which a staff member is not allowed to work will serve as a disciplinary lay off without pay. In this regard, appropriate disciplinary action will range in severity from a minimum disciplinary lay off of five days to discharge, depending on attendant aggravating or mitigating circumstances.

Supervisors are directed to the University SPG 201.15, Fitness for Duty, for direction on how to handle specific instances.

It is Management’s expectation that Plant employees will responsibly assess the risk of the off-duty consumption or use of illegal drugs and alcohol and the impact of such use on their jobs. Nothing less is acceptable.