

**CITY OF BROCKTON**  
**LOCAL 144 I.A.F.F.**  
**DRUG AND ALCOHOL POLICY**

The City of Brockton has a strong commitment to its employees to provide a safe work place and to establish programs promoting high standards of employee health. Consistent with the spirit and intent of this commitment the City of Brockton has established this policy regarding drug and alcohol use or abuse. Quite simply, our goal will continue to be one of establishing and maintaining a work environment that is free from the effects of drug and alcohol use.

While the City of Brockton has no intention of intruding into the private lives of its employees, the City does expect employees to report for work not impaired for performance of regular duty because of alcohol or controlled substance consumption.

**The Following is the City of Brockton's Policy:**

1. The illegal use of controlled substances while in the performance of duty is an offense which may warrant discipline.
2. Employees who are under the influence of alcohol or controlled substances such that their ability to perform regular duty is impaired, have the potential for interfering with their own and their co-worker's safe job performance. Such interference, if established may

be proper cause for administrative action or discipline.

3. Controlled substances include marijuana, heroin, hashish, cocaine, hallucinogens and/or depressants not prescribed for current personal treatment by a licensed physician.
4. Employees are expected to follow any direction of their health care provider concerning prescription medications. When so advised their health care provider, employees also are expected to notify their supervisor if any such prescription medication is likely to have an impact on ability to perform regular duty.

Any employee who voluntarily requests assistance in dealing with a personal drug addiction or alcohol problem may participate in the Employee Assistance Program (EAP) without jeopardizing his or her continued employment with the City of Brockton. Because the program is being offered confidentially, an employee may use the program without the City' knowledge. If an employee voluntarily chooses to notify the City or to request assistance from the City regarding an issue relating to alcohol or controlled substances, such notice and/or request will not jeopardize his or her continued employment status, provided that the involved will remain subject to this policy.

This statement is intended to clarify the City of Brockton's policy and to provide for appropriate response to

alcohol and controlled substance related issues. This statement does not alter in any manner the City's policy of assisting employees in securing proper treatment or of extending health care benefit coverage for problems associated with alcohol and controlled substances.

Return to Duty and Follow-Up: An employee who has violated the prohibited alcohol drug standards shall be tested for alcohol and/or drug use prior to his/her return to performing safety sensitive duties. The City may conduct an unannounced follow-up drug/alcohol test upon said employee at work time within 45 tours of duty actually worked after his/her return. If the employee passes said test there shall be no additionally testing, if the employee fails said test, the employee may be subject to an additional four (4) unannounced tests within one year of the failed test. In addition to whatever other action the City might take.