

LIVINGSTON COUNTY

DRUG-FREE WORK PLACE POLICY STATEMENT

RESOLUTION #1192-340

LIVINGSTON COUNTY, MICHIGAN

APPROVED: 11.2.92

Illegal drugs in the work place present a danger to us all. Drugs impair safety and health, promote crime, lower productivity and work quality and undermine public confidence. Livingston County will not tolerate the illegal use of drugs, and now, by law, it cannot. Under the federal Drug-Free Work Place Act of 1988, in order for Livingston County to be considered a "responsible source" for the receipt of federal grant funds, Livingston County has adopted the following policy:

Effective immediately all Livingston County premises, including work sites and all Livingston County vehicles, are declared to be drug-free work places. This means:

- All employees are absolutely prohibited from unlawfully manufacturing, distributing, dispensing, possessing, or using controlled substances in the work place.

Employees violating this policy are subject to appropriate personnel/disciplinary action, up to and including termination for the first offense, and/or other remedial measures as the individual circumstances warrant.

- Employees have the right to know the dangers of drug abuse in the work place, Livingston County's policy regarding drug use, and what help is available to combat drug problems. Livingston County will provide for a drug awareness program for all employees on the dangers of drug abuse in the work place. To assist employees in overcoming drug abuse problems, Livingston County may offer an Employee Assistance Program. See your supervisor, the Personnel Director or the Livingston County Board of Commissioners for information regarding this.
- Any employee convicted of violating a criminal drug statute in a County work place must inform the County of such conviction (including pleas of guilty and nolo contendere) within five days of the conviction occurring. Failure to so inform the County subjects the employee to disciplinary action, up to and including termination for the first offense. By law, Livingston County must notify the granting agency within 10 days of receiving such notice from an employee or otherwise receiving notice of such a conviction.
- Livingston County reserves the right to offer employees convicted of violating a criminal drug statute in the work place participation in an approved rehabilitation or drug abuse assistance program as an alternative to discipline. If such a program is offered and accepted by the employee, then the employee must satisfactorily participate in and complete the program as a condition of continued employment.

The County of Livingston supports the purpose and goals of the Act and by this policy, announces its intention to comply with the Act and make continuing "good faith" efforts to provide a drug-free work place. All employees are expected to cooperate and give this policy their full support.

ALL EMPLOYEES ARE ASKED TO ACKNOWLEDGE THAT THEY HAVE READ THE ABOVE POLICY AND AGREE TO ABIDE BY IT IN ALL RESPECTS. BY LAW, THIS ACKNOWLEDGMENT AND AGREEMENT ARE REQUIRED OF YOU AS A CONDITION OF CONTINUED EMPLOYMENT.

DATE: _____

Signature: _____

RESOLUTION

NO: 1192-340

LIVINGSTON COUNTY

DATE: November 2, 1992

RESOLUTION TO ADOPT A DRUG-FREE WORK PLACE POLICY STATEMENT

WHEREAS, the audit report recommended the Board of Commissioners adopt a Drug-Free Work Place Policy Statement; and

WHEREAS, the attached Livingston County Drug-Free Work Place Policy Statement has been prepared for adoption by the Board of Commissioners and it is recommended each employee sign and date the Statement.

THEREFORE BE IT RESOLVED that the Livingston County Board of Commissioners hereby adopt the attached Livingston County Drug-Free Work Place Policy Statement.

BE IT FURTHER RESOLVED that the Livingston County Board of Commissioners hereby request the Personnel Department obtain signatures of all current and future Livingston County Employees on said statement.

#

MOVED: Rogers

SECONDED: Links

CARRIED: 4-0