



DRUG-FREE WORKPLACE POLICY

CULINARY STAFFING recognizes that employees are our most valuable asset, and the most important contributors to our continued growth and success. We are firmly committed to the safety of our employees. CULINARY STAFFING will do everything possible to prevent workplace accidents and is committed to providing a safe working environment for all employees.

To further this goal, CULINARY STAFFING has developed a Drug-free Workplace Policy effective 10/01/15. This policy applies to all new and current employees. This policy also serves to reinforce the CULINARY STAFFING's intolerance for illegal drug use and working under the influence of alcohol.

POLICY

At no time during an event or while on the property of the event is a CULINARY STAFFING employee permitted to consume or be under the influence of alcohol, drugs or any illegal substance.

Any employee arriving to an event under the influence of alcohol or drugs (including medical marijuana) will be sent home, will not be compensated for just "showing up" and may be disciplined, up to and including termination.

CULINARY STAFFING strictly prohibits the unlawful manufacture, distribution, dispensation, sale, offer to sell, transfer, possession, or use of illegal drugs, misuse of prescription and over-the-counter drugs, and use or possession of alcoholic beverages on Company premises or work sites, while conducting Company business or while operating the Company or client's equipment. In addition, you must report to work fit for duty and are strictly prohibited from being at work under the influence of alcohol or with illegal drugs or metabolites in your bodily system.

Any CULINARY STAFFING employee found to be under the influence may be financially and legally responsible for any damage or injury sustained as a result of their impaired condition.

REASONABLE CAUSE

CULINARY STAFFING reserves the right under all applicable laws to test any employee for alcohol and illegal drugs if the employee shows cause. Observation of any one or more of the following may constitute reasonable suspicion: slurred speech, loss of balance, the odor of drugs or alcohol, red eyes, irregular work pace, decline in productivity, mood swings, frequent absences, excessive time away from the work place, trembling, disorientation, aggressive behavior, drowsiness, restlessness, or hyperactivity. Drugs, alcohol, or paraphernalia possibly used in connection with illicit drugs found on the employee's person or at or near the employees work area will also constitute reasonable suspicion.

OUR PROCEDURE

If an on-site captain, supervisor, manager or lead person identifies a problem, they may ask another supervisor, manager, lead person to confirm the reasonable cause. If it is decided that reasonable suspicion exists the employee may be given a chance to explain, depending on the extenuating circumstances. If the on-site captain, supervisor, manager, and/or lead person believes the employee is unfit to perform his or her duties and reasonable suspicion for use of illegal drugs or alcohol still exists even after the employee's explanation, the employee will be removed from the premises or asked to leave. The client will inform CULINARY STAFFING as soon as possible of the reasonable suspicion, as well as send in a documented report. CULINARY STAFFING may ask the employee to go for a test at a designated testing facility or may send a testing service out to the employee.

The clinic, hospital, or on-site service will perform a breath alcohol test along with a urine analysis for the non-prescribed illegal drugs listed in Exhibit 'A' below.

THE CONSEQUENCES

If the test comes back positive for illegal drugs, the employee will be immediately terminated. If the test comes back positive for an alcohol level exceeding .02 it will be grounds for disciplinary action up to and including termination. If the test comes back negative, the employee will be compensated for time off used for testing purposes and return to normal work activities. If an employee is using prescription or over-the-counter medication, it will be CULINARY STAFFING's decision if the employee is to go back to normal work activities.

If an employee becomes hostile, law enforcement will be called in, and they will be considered insubordinate, which will be grounds for immediate termination.

If an employee refuses to submit to the test, they will be considered insubordinate and it will be grounds for immediate termination.

EXHIBIT A: NON-PRESCRIBED ILLEGAL SUBSTANCES

Amphetamines (Speed, pep pills)	Barbiturates (Depressants)
Benzodiazepines (Valium)	Methadone (Morphine)
Cocaine	Opiates (Heroin)
Methaqualone (Qualudes)	Porpoxyphene (Darvon)
Phencyclidine (PCP)	

This list is not definitive. All current illegal substances and any that may become illegal after this policy is enacted are considered to be within the scope of this policy.