

DRUG AND ALCOHOL POLICY

It is the strict policy of Burrard Inlet Rail to prohibit all drugs and alcohol from all work sites, as well as being under the influence before the employees scheduled shift. Burrard Inlet Rail has adopted a ZERO Tolerance approach to any breach of this policy. Burrard Inlet Rail recognizes the inherent dangers that workers, who have to work with a worker who is impaired on site, as well as the personal problems associated with the substance abuser.

Any employee that is suspected of being impaired will not be allowed to continue working. Employee may have to submit to drug/or alcohol testing if deemed appropriate post incident should reasonable or probable grounds exist. The site supervisor will discuss the situation with management and site foreman if a sub-contractors' worker is involved. If the employee is deemed unfit for work, the employee will be taken home and a suspension will be imposed pending an investigation.

The Alcohol and Drug Policy applies to all Burrard employees including sub-contractors' employees. Burrard will not condone the following behaviour by any worker:

- Use or consumption of any form of alcohol or any prohibited substance on a project at any time.
- Sale, purchase, transfers, offering, use or possession of alcohol or prohibited substances on company property or at a site where Burrard is operational.

An employee will not arrive or be at work while under the influence of alcohol or prohibited substances.

All employees will be made to understand that Burrard will not allow them to continue working until they seek attention and treatment to eliminate their dependence of substance abuse.

The worker will be suspended from working until their treatment is completed and their dependence on the substance(s) is complete.

Burrard's health and safety committee leader will confidentially assist in setting up treatment available through the applicable service groups listed:

- Last Door Recovery Centre.....(604) 525-9771
- Alcohol & Drug Information(604) 660-9382
- Pacifica Treatment Centre 1977.....(604) 872-5517

Preventive Acts

- Employees taking drugs prescribed by an attending physician must advise their direct supervisor in writing of the possible effects of such medication regarding their job performance and physical/mental capabilities. This written information must be kept confidential and communicated to the direct supervisor prior to the employee commencing work. All medical information will be kept confidential and the employer, without exception, will punish any breach of privacy and confidentiality in this regard. All prescription drugs must be kept in their original container.

Fitness to work

All employees, contractors and sub contractors will arrive "Fit for Duty" to the work site. If for any reason a worker feels they cannot engage in work, they will notify their supervisor immediately.

Supervisory and Employee Training

Supervisors will receive training regarding the Drug and Alcohol Policy. All employees will receive copies of the Drug and Alcohol Policy.

Coordination with Law Enforcement Agencies

The sale, use, purchase, transfer, or possession of an illegal drug or drug paraphernalia is a violation of the law. The company will report information concerning possession, distribution, or use of any illegal drugs to law enforcement officials and will turn over to the custody of law enforcement officials any such substances found during a search of an individual or property. Searches will only be conducted of individuals based on reasonable cause and only of their vehicles, lockers, desks, or closets when based on reasonable suspicion. The company will cooperate fully in the prosecution and/or conviction of any violation of the law.

Burrard Inlet Rail Contracting reserves the right to interpret, change, suspend, cancel or dispute, with or without notice, all or any part of this Policy, or procedures or benefits discussed herein. Employees will be notified before implementation of any change.

Although adherence to this Policy is considered a condition of continued employment, nothing in this Policy alters an employee's status and shall not constitute nor be deemed a contract or promise of employment. Employees remain free to resign their employment at any time for any or no reason, without notice, and the company retains the right to terminate any employee at any time, for any or no reason, without notice.

Other Laws and Regulations

The provisions of this Policy shall apply in addition to, and shall be subordinated to any requirements imposed by applicable federal, state or local laws, regulations or judicial decisions. Unenforceable provisions of this Policy shall be deemed to be deleted.



Brian Mason, President

09-Apr-2019

Date