

Any associate reasonably suspected of using, possessing or being under the influence of alcohol or illegal drugs during work hours will be subject to corrective action, up to and including termination, even for the first offense. An associate may be required to undergo a confidential drug or alcohol screening if his or her behavior or job performance or other information creates a reasonable suspicion that the drug-free and alcohol-free policy has been violated. An associate's refusal to consent to testing or failure to promptly and fully cooperate may result in corrective action, up to and including termination.

If an associate self-reports that they have a drug or alcohol problem, the company may grant a leave of absence through FMLA to allow the associate to have an opportunity to seek out help. We currently offer up our EAP program as a starting point for associates to find help or suggest they visit their doctor.