SAFETY BULLETIN #3

March 17, 2025

Drug & Alcohol Safety

Per the U.S. Dept of Labor, the construction industry is one of the top industries for drug and alcohol abuse. Construction workers are the second highest users of illegal drugs (15%), **double** the U.S. national average!

Drug and alcohol testing helps to establish and maintain a safe work environment and to ensure the safety of all team members. Each day, team members should report to work fit for duty and free of any adverse effects of drugs or alcohol.

Post Accident: In the event of a significant event, the Division Lead will be consulted immediately. Testing for drugs and/or alcohol is mandatory for all team members involved. Any refusals by team members to test will be treated as positive results. Significant incidents may include:

- ★ Fatalities
- ★ Injuries that require off-site medical care
- ★ Accidents that seriously damage a company vehicle, machinery, equipment, or property

Reasonable Suspicion: Team members may be subject to testing based on observations of apparent workplace use, possession, or impairment. When reasonable suspicion testing is warranted, Project or Division Leads will meet with the team member to explain the observation and the requirement to undergo testing. *(Reasonable suspicion may also be confidentially reported to Hannah in Human Resources.)* Examples of reasonable suspicion may include:

- ★ Odors (smell of alcohol, body odor)
- ★ Movements (unsteady, fidgety, dizzy)
- ★ Eyes (dilated, constricted or watery eyes, or involuntary eye movements)
- ★ Face (flushed, sweating, confused or blank look)
- ★ Speech (slurred, slow, distracted mid-thought, inability to verbalize thoughts)
- ★ Emotions (argumentative, agitated, irritable, drowsy)
- ★ Actions (yawning, twitching)
- ★ Inactions (sleeping, unconscious, no reaction to questions)

Prescription Medication: The Steep Creek drug and alcohol policy does not prohibit team members from the lawful use and possession of prescribed medications. Team members should consult their doctor about routine medications and any possible effects on one's ability to work safely. Any physician directed work restrictions must promptly be relayed to the Project Lead, HR, or Division Lead. Prior to any routine or random testing, team members are encouraged to disclose all prescribed medication. It is common for prescriptions such as antidepressants and stimulants to show up on the results. Likewise, supplements and certain foods - like poppy seeds - can show up in test results.

Workplace Safety: When team members are on company property or jobsites, operating any company vehicle or equipment, they are prohibited from:

- ★ Using, possessing, buying, selling, illegal drugs (including possession)
- ★ Being under the influence of alcohol or an illegal drug
- ★ Possessing or consuming alcohol
- ★ Misusing prescription medications

Steep Creek does not desire to intrude into the private lives of its team members but recognizes that a team member's off-the-job involvement with drugs and alcohol may have an impact on the workplace and the safety of others.

For additional information, please refer to the Drug & Alcohol Safety Policy of the Steep Creek Safety Program.