

# Notice to Covered Employees and Concerned Persons

## DRUG AND ALCOHOL TESTING POLICY

### Bulletin Board Notice



The following document is to provide notice to every crewmember that is subject to drug and alcohol testing as mandated by the U.S. Department of Transportation (DOT) and the United States Coast Guard (USCG).

**A. STATEMENT OF POLICY** - Every covered employee of the company is required to refrain from the use of illegal drugs on and off duty and the misuse of alcohol. Any covered employee/applicant of the company, who is subject to testing under DOT/USCG regulations, will be removed from duty upon a positive drug test result or alcohol level of 0.02 BAC or greater. Every applicant whom the company intends to hire or use shall be required to pass a drug test as a pre-qualification condition of employment.

The policy sets forth the **minimum** requirements that must be included in the company's alcohol and drug testing plan under Federal regulations.

**B. SUBSTANCES FOR WHICH EMPLOYEES WILL BE TESTED** - The company will test for the following drugs: marijuana, cocaine, amphetamines, opiates, and phencyclidine (PCP), and will test for alcohol as required. The company will comply with DOT/USCG mandatory drug and alcohol testing regulations and implement all aspects of the regulations. The employer has contracted with Gulf South Resources, Inc., a drug testing program administrator, as authorized under Federal regulations to administer this program. The company's program will adhere to procedures developed by DOT/USCG to ensure the accuracy of test results.

**C. ENFORCEMENT OF POLICY** - Every crewmember, employee, contractor, subcontractor and visitor is expected to comply with this policy for his or her own safety, for the safety of others on board the vessel and for the good of the Association. To ensure compliance with this policy, the Captain/Owner will from time to time take one or more of the following steps:

1. Searches of vessels, premises and property, including employees and others on the premises and the personal effects and vehicles of such person when on company property;
2. Confiscation of prohibited items and substances, and where appropriate, delivery of such items to law enforcement authorities;
3. Employees will be subject to urinalysis drug screening and or breath alcohol testing for: pre-employment, random, post accident (Serious Marine Incident) or reasonable suspicion reasons.

A COMPLETE copy of The Charterboat Consortium DRUG AND ALCOHOL TESTING POLICY, containing the entire procedures, is available by request to the vessels Captain/Owner or by calling Gulf South Resources at 1-877-847-4860 or 251-943-4717.

**For assistance with substance abuse related problems contact the consortiums American Substance Abuse Professionals (ASAP) @ 866.566.7692 Ref. Code 293**

**Or**

**The National Drug and Alcohol Rehab/Treatment Referral Service @ 1-800-662-HELP**