

DRUG FREE WORKPLACE POLICY

The Guam Power Authority adopted its Drug Free Workplace Policy on May 30, 1995 in compliance with the Federal Drug-Free Workplace Act of 1988. This policy is designed to provide a safe and healthy work environment for all employees, and a work environment free of any adverse effects on job performance caused by drug or alcohol related problems.

Employees are the Guam Power Authority's most valuable resource and, therefore, their health and safety is a serious concern. The Authority will not tolerate substance abuse or use which imperils the health and well-being of its employees or threatens its service to the public.

Nature: GPA's drug testing program includes the following types of drug testing:

- Applicant testing;
- Random testing of those employees in sensitive positions that have been designated as testing designated positions;
- Reasonable suspicion testing;
- Voluntary testing;
- Accident or unsafe practice testing; and
- Testing as part of or as follow-up to counseling or rehabilitation

The purpose of a drug screening will test for the presence of the following substances:

- Marijuana;
- Cocaine;
- PCP;
- Opiates;
- Amphetamines; and
- Barbiturates

Positive Result – Job Applicant:

An applicant who receives a confirmed "positive" drug screen result or the equivalent shall have the offer of employment withdrawn and shall be subject to disqualification to the position for a period remaining on the life of the eligibility list to which certified for.

Positive Result - Permanent Employee:

An employee who receives a confirmed "positive" drug screen or the equivalent and who has not previously had a confirmed "positive" result or the equivalent may be required to participate in an education, rehabilitation or treatment program pursuant to Section VIII, IX, and XII of the policy. The employee may also be referred to an appropriate drug assessment, education or treatment program by the General Manager depending on the availability of local resources.

