



Town of Happy Valley-Goose Bay
Policy Statement

Index: Administration		Policy Number: A0006	
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Authority: 10 th Council of the Town of Happy Valley-Goose Bay		Page 1 of 1	

**Topic: ZERO TOLERANCE/ALCOHOLIC BEVERAGES/OTHER
CONTROLLED SUBSTANCES**

Policy Statement:

1. There is a zero tolerance policy for any/all Town employees with regard to the consumption of alcohol/other controlled substances while on the job, in any capacity.
2. An Employee charged with impaired driving on the job will be suspended immediately without pay pending court action.
3. If the Employee is convicted of impaired driving on the job the employee will be dismissed immediately as per Section 13.08 of the Collective Agreement.
4. If the Employee is found not guilty the employee will be reimbursed for lost wages and benefits.
5. Any employee found drinking while on the job with the Town will be dismissed immediately.