



SUBSTANCE AND ALCOHOL ABUSE PROGRAM  
POST ACCIDENT  
DRUG AND ALCOHOL TESTING PROCEDURES

\*\*\*\*\* EFFECTIVE JULY 1, 2008 \*\*\*\*\*

**ATTENTION**

To all employees of trainers covered under the CHSA  
Workers' Compensation Insurance Program

This document does hereby notify that a mandatory Drug and Alcohol test will be performed on any employee (per the above description) who is involved in an on the job accident or injury and requires medical treatment. "Involved in an on the job accident or injury" means not only the one who was injured but also any employee who potentially contributed to the accident or injury event in any way.

Once notified of the required drug test, the injured worker will be directed immediately to present themselves at an appropriate medical facility, provide photo ID, and shall not leave the facility premises until an adequate sample has been supplied. Refusal to submit to these tests as scheduled will be considered the same as a positive drug and/or alcohol test. The injured worker will furthermore be required to sign an authorization for full release of all results to their employer and CHSA.

It is understood that failure to comply with the above-mentioned requirements, or a positive result, may lead to termination of employment. If a positive drug and/or alcohol test is confirmed, the injured worker will be notified by their employer or CHSA within 7 days from when the test was performed.

Consequences for a confirmed positive drug and/or alcohol test, up to and including termination, are at the sole discretion of the employer and CHSA. The employee will be given an opportunity to explain the circumstances prior to any final employment action becoming effective. For more information contact Sonia F. Pishevvar at (909) 648-0843.

*CHSA making your safety at work our priority.*