

18.8 DRUG-FREE and ALCOHOL-FREE WORK PLACE

All parties to this collective bargaining agreement insist that the workplace be free of drugs and alcohol. An employee who attempts to work under the influence of an illegal drug or alcohol presents a danger to himself or herself, as well as to other employees. The employee may also present a threat to the Employer's property and equipment and is likely to negatively affect the efficiency of others in the workplace.

All Employees must submit to an annual drug and alcohol test and will carry a card to certify testing and results thereof. The employer has a right to demand a valid drug test as a requisite to employment. The Employer has the right to terminate employment upon non-compliance, after testing positive. The employee, at his/her expense, must certify (obtain Certification) that he/she is clean in writing to the Union.

IUPAT District Council 711, Glaziers Local 1009 and the New Jersey Glass and Metal Contractors Association commit themselves to jointly and aggressively developing an acceptable comprehensive drug and alcohol free program. When adopted by both organizations the Union, in cooperation with the Association, shall administer a Mandatory Drug/Alcohol Testing program covering all Bargaining Unit members employed by NJG+M Association Employers and any other employer signatory to this Agreement. To the extent that such testing is consistent with each Employer's current Safety and/or Drug/Alcohol Policy, Non-Bargaining Unit Employees of the NJG+M Employers shall also be covered and subject to the Program and the NJG+M Employers shall provide names of their Non-Bargaining Unit Employees who shall be subject to random testing under this Program. The Drug and Alcohol Policy enacted by the Union and Association pursuant to this provision shall be incorporated in and made part of this Agreement. Compliance with said Policy shall be considered a mandatory condition of employment for those covered as defined above. The District Council 711 Health and Welfare Fund shall provide funding of the Program; except for those Non-Bargaining Unit Employees, Which will be paid for entirely by the Association.

ARTICLE 19 UNION REPRESENTATIVE & SHOP STEWARDS

19.1 The Union Business Manager is the sole agent on behalf of the Union to take any action in respect to strikes or other interferences with work. There shall be no overtime work on Saturday, Sunday and Holidays without the permission of the Business Manager.