



ELECTRICAL INDUSTRY CERTIFICATIONS ASSOCIATION

Substance Abuse Policy

Candidates pursuing certifications agree to avoid substance abuse. It is the policy of EICA that all certified personnel will not use over-the-counter or prescribed substances that would impair their ability to operate cranes and digger derricks safely. This also includes illegal drugs, alcohol, controlled substances, or any other element that could have an adverse effect on the operator's mental state. One exemption to this rule is that when a licensed medical practitioner has prescribed a drug knowing that the worker's physical ability will not be adversely affected, and they will be able to safely operate equipment.

All candidates agree to the following:

- Will never report to work under the influence of alcohol or drugs.
- Will never use drugs/alcohol while working or on the jobsite.
- Will never abuse prescription drugs while working or on the jobsite.
- Will never be involved in the manufacture, distribution, possession, or sale of illegal drugs or controlled substances

Any violations of the Substance Abuse Policy may result in disciplinary action decided by the Discipline and Ethics Committee. Disciplinary action could result in revoking or suspending the certification(s) based on the outcome of the Discipline and Ethics committee investigation.

A certification that has been revoked or suspended may be reinstated at the sole discretion of the Discipline and Ethics committee. The committee may require counseling or a rehabilitation substance abuse program of their choice.