

# From The Hall

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## SaskPower Drug and Alcohol Policy

Currently there is a misunderstanding of the International Brotherhood of Electrical Workers position on the implementation of a Drug and Alcohol Policy for the employees of SaskPower. Presentations on the Drug and Alcohol Policy have been taking place throughout the province by SaskPower. As a result, members have been inquiring on whether IBEW Local 2067 has signed on to this Policy.

IBEW International and IBEW First District Canada endorses the development of a Drug and Alcohol Policy for the purpose of ensuring safety in the work place. Our directive from the IBEW International and IBEW First District, if required by an employer, is to assist in the developing of a policy that meets the needs of our members without violating their personal rights.

IBEW Local 2067 endorses the Drug and Alcohol Policy developed by SaskPower however; we are not required to sign on to the Policy because we only asked to be advisors to the Policy and not stakeholders to the Policy. When asked to sign on to the Policy, IBEW Local 2067 Business Office informed SaskPower that we endorse the SaskPower Drug and Alcohol policy but would not sign on to the Policy. IBEW Local 2067 is reserving the right to grieve the Policy as a whole if used discriminatorily, arbitrarily, in bad faith or to grieve individual alleged violations of the Policy on their own merit.

The Drug and Alcohol Policy currently resides with SaskPower Corporate Safety and will be used for the purpose of helping those individuals who require assistance and providing a safe work environment for all employees of SaskPower. It does not violate any rights under the Saskatchewan Human Rights Act.

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