

An employee comes into the (plant, shop, factory) and shows signs of being hung-over. Blood shot eyes, smell of liquor on breath, sleepy, slow moving, etc.

- Do send him/her home? Take them home? Let another employee take them home?
- Do you document it? Call him in for a talk? Tell him to come back in later, or tomorrow?

You look out at the parking lot and see some of your employees sitting in a truck or car and you think they're having a liquid lunch.

- Do you go out and walk up and talk to them?
- Do you call one of them in after the talk about it?

You hear through the grape-vine that some of your guys like to smoke marijuana or snort coke on the week-ends.

- Does this affect their employment during the week?
- Can you ask for a Drug test?

You have a good Employee Manual that spells out a Zero Tolerance towards Alcohol and Drug use.

- Will it hold up in a LRB hearing?

You have an employee who self-declares he/she has an addiction problem. They have been through a detox program by have slipped.

- When can you let this person go?

You have an accident or a near-miss and you suspect the employee is drunk or high on drugs.

- Can you demand a blood or urine sample?
- Can OHO demand a blood or urine sample?
- If he/she was operating machinery, can you call the police to have them give him the Breath Demand?

You catch an employee stealing from the job site. (eg: tools or supplies)

The employee admits to the thefts, but says he/she needed the money to support a drug or gambling habit.

- Can you fire the person?
- Force them into signing a contract to pay back the value of the goods?
- Will the LRB back you up?

What's the best thing to do before, during and after issues such as these?

Generally Speaking: Other than the OH& S Act and Regulations;

When it comes to Alcohol and Drug abuse in the workplace:

What are Employer' Rights, Obligations?

What are Employee's Rights and Obligations?

What's the best thing to do before, during and after issues such as these?

How good is an Employee Manual or Policy and Procedure Manual?