

Front Range Roofing Co.

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Alcohol and other substances

Front Range Roofing LLC prohibits the use, possession, distribution, sale or attempted similar conduct of alcoholic beverages, illegal drugs or controlled substances (as defined by federal law) or other non-prescribed controlled substances on its properties and/or while performing Front Range Roofing LLC business. Employees reporting to work or working with alcohol, illegal drugs, or controlled substances or non-prescribed controlled substances in their system is also prohibited. The failure of an employee to follow this policy will result in discipline, up to and including termination. This policy includes recreational marijuana use.

It is mandatory all employees involved in a workers' compensation claim receive a post-accident drug test. Results of the drug test shall be kept confidential.

If an employee tests positive for drugs, the employee shall be placed on unpaid leave pending an investigation. Front Range Roofing LLC reserves the right to terminate an employee who tests positive for drugs.