

**Worker Assistance Agreement
between
Idaho Chapter - NECA / Local Union 291 - IBEW
and**

**Quality Electric, Inc.
(Employee)**

Pursuant to the provisions of this Drug - Free Workplace Policy, you (the employee) were given a drug / alcohol test, the results of which indicated the presence of illegal drugs / alcohol. Therefore, your employer plans to take the following action consistent with the terms of the above stated policy. You will be offered further employment with the company provided you agree to the terms outlined below:

You will be required to consult with the appropriate EAP provider and if found to be alcohol or drug dependent, will be expected to abide by the prescribed rehabilitative measures prior to being allowed to return to work. You must then provide evidence of successful completion of an approved EAP counseling and / or rehabilitative program.

When you complete any EAP recommended rehabilitation, or are found not to be drug or alcohol dependent, you must take and pass a drug / alcohol test at your expense.

If found to be dependent by the EAP, you will then be subject to further testing on a random basis for one year, not to exceed four (4) tests per year. The first two (2) of these tests will be paid for at your expense. The next two (2) will be paid for at the Employer's expense.

If at any time during that year you should test positive for illegal drugs, your employment will be terminated. The EAP will be notified and you will be re-evaluated for fitness to return to work.

The terms of this Agreement, and all test results, will be held in confidence by Employer and Union representatives.

Employer Signature

Date

I understand the terms of this Agreement and agree to abide by each item as above stated.

Worker's Signature

Date