

SQUAXIN ISLAND TRIBE

RESOLUTION NO. 89- 22
of the
SQUAXIN ISLAND TRIBAL COUNCIL

WHEREAS, the Squaxin Island Tribal Council is the governing body of the Squaxin Island Indian Tribe by the authority of the Constitution and By-Laws of the Squaxin Island Tribe, as approved and adopted by the General Body and the Secretary of the Interior on July 8, 1965; and,

WHEREAS, drug (including alcohol) abuse in the workplace is dangerous and may cause injury to the abuser and other people with whom he/she works or comes in contact with; and,

WHEREAS, drug abuse may decrease the efficiency of the abuser and the workplace, putting a financial burden on the Squaxin Island Tribe; and,

WHEREAS, abuse of drugs is illegal and such abuse would bring disfavor upon the Tribe; and,

WHEREAS, certain employees use equipment and work in hazardous areas where it is necessary to be in physical and mental control of themselves; and,

WHEREAS, the Squaxin Island Tribe, to a great extent, is dependent upon federal monies and the federal government demands a drug-free workplace; and,

WHEREAS, there is available to employees of the Squaxin Island Tribe drug counseling, rehabilitation and assistance programs;

THEREFORE BE IT RESOLVED that the Squaxin Island Tribal Council does hereby declare that the Squaxin Island Tribal workplace shall be drug-free; and that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance is prohibited in any Squaxin Island Tribal workplace; and, that such unlawful manufacture, distribution, dispensing,

possession or use of a controlled substance at places other than the workplace which interferes with subsequent work performance of the offender; or, discredits the Squaxin Island Tribe in the community (as determined by the Tribal Council) also is prohibited; and,

BE IT FURTHER RESOLVED that each employee acknowledges this policy and these rules as a condition of employment and is aware that violation may cause disciplinary action to include termination, and the employee will:

(1) Abide by the terms of this resolution and sign a copy of this resolution, the signed copy to be placed permanently in the employee personnel file;

(2) Notify the employer (Squaxin Island Tribe) of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction.

(3) Participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by the federal or state governments, or by the Tribal drug and alcohol abuse counselors or Tribal law enforcement department; or other appropriate agency when further approved by the Tribal Administrative Director.

(4) Submit to drug testing under Squaxin Island Tribal supervision when an appropriately trained supervisor and higher superior certifies, in writing, that drug abuse is indicated and lists on the certificate the indicators.

BE IT FURTHER RESOLVED that the employer agrees to:

(1) Make a good faith effort to continue to maintain a drug-free workplace.

(2) Establish and maintain a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace, this policy of maintaining a drug-free workplace, and of information regarding available drug counseling, rehabilitation and employee assistance programs.

(3) Establish and fairly enforce penalties that may be imposed upon employees for drug abuse violations that effect satisfactory performance in the workplace.

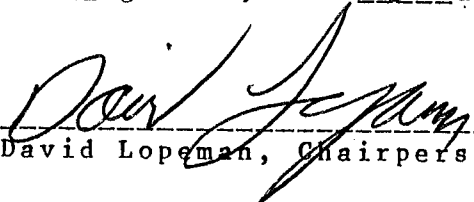
(4) Notify appropriate federal agencies within ten days after receiving notice of conviction of an employee for a violation in the workplace of a criminal drug statute.

(5) Take appropriate personnel actions within 30 days against employees convicted of a drug statute violation, up to and including termination or requiring such employee to participate satisfactorily in an approved drug abuse assistance or rehabilitation program.

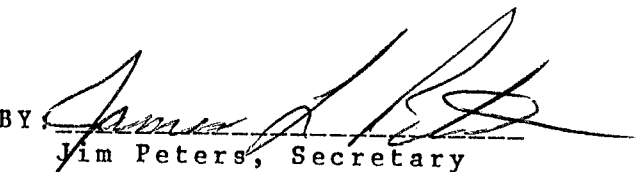
(6) Train supervisors and managers in methods of observing drug abuse indicators and procedures to follow if such observations are made.

C E R T I F I C A T I O N


The Squaxin Island Tribal Council does hereby certify that the foregoing resolution was adopted at a regular meeting of the Council this 27th day of April, 1989 at which time a quorum was present. The resolution was passed by a vote of 4 for, 0 against, and 0 abstentions.



David Lopeman, Chairperson

ATTESTED BY: 

Jim Peters, Secretary



Evie Allen, Vice-Chairperson