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STAFF BULLETIN
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TO ALL EMPLOYEES

SUBJECT: ALCOHOL, MARIJUANA & ILLEGAL DRUGS

This notice is to serve as a reminder that an employee who is under the influence of alcohol, marijuana or illegal drugs is prohibited from being at work.

Alcohol, marijuana or illegal drug use, which adversely affects the job performance and attendance of an employee or which could jeopardize the safety of himself/herself or other employees, clients, or company property, is cause for disciplinary action up to and including dismissal.

The **use, sale or possession** of alcohol, marijuana or illegal drugs while on the job or on company property is cause for disciplinary action up to and including dismissal.

HALIFAX EMPLOYERS ASSOCIATION ON BEHALF OF:

**CERES HALIFAX INC.
HALTERM CONTAINER TERMINAL LIMITED
LOGISTEC STEVEDORING (Nova Scotia) INC.
FURNCAN MARINE LTD - EMPIRE STEVEDORING
(MARITIMES) CO.
HALIFAX OFFSHORE TERMINAL SERVICES LTD.
MATHERS TERMINALS LTD**

RE-ISSUED: October 10, 2018