

YUROK TRIBE DRUG AND ALCOHOL POLICY

OBJECTIVE:

It is the purpose of Yurok Tribe to help provide a safe and substance-free work environment for our tribal members, employees and visitors. With this goal in mind, we establish the following policy for existing and future employees of Yurok Tribe.

The goal of this policy is to balance our respect for individuals with the need to maintain a safe, productive, drug and alcohol free environment. The intent of this policy is to offer a helping hand to those who need it, while sending a clear message that drug use and alcohol abuse are incompatible with employment at Yurok Tribe.

POLICY:

The Drug Free Workplace Act of 1988 mandates that any recipient of a federal grant must have a drug free workplace program in effect. Yurok Tribe explicitly prohibits:

- The use, possession, solicitation for, or sale of narcotics or other drugs, alcohol, or prescription medication without a prescription on Yurok Tribe premises or while performing an assignment.
- Being impaired or under the influence of legal or illegal drugs or alcohol away from Yurok Tribe premises, if such impairment or influence adversely affects the employee's work a performance, the safety of the employee or of others, or puts at risk Yurok Tribe's reputation.
- Possession, use, solicitation for, or sale of legal or illegal drugs or alcohol away from Yurok Tribe premises, if such activity or involvement adversely affects the employee's work performance, the safety of the employee or of others, or puts at risk Yurok Tribe's reputation.
- The presence of any detectable amount of prohibited substances in the employee's system while at work, while on the premises of Yurok Tribe, or while on Yurok Tribe business. "Prohibited substances" include illegal drugs, alcohol, or prescription drugs not taken in accordance with a prescription given to the employee.

Yurok Tribe will conduct drug testing under one or another of the following circumstances:

1. **PRE-EMPLOYMENT TESTING:** Applicants who have been offered a position will be required to take, and pass, a drug and alcohol test prior to beginning employment.
2. **REASONABLE SUSPICION TESTING:** Yurok Tribe may ask an employee to submit to a drug test at any time it feels that the employee may be under the influence of drugs or alcohol, including, but not limited to, the following circumstances: evidence of drugs or alcohol on or about the employee's person or in the employee's vicinity, conduct on the employee's part that suggests impairment or influence of drugs or alcohol, negative performance patterns, or excessive and unexplained absenteeism or tardiness.

**YUROK TRIBE
DRUG AND ALCOHOL POLICY**

3. **POST-ACCIDENT TESTING:** Any employee involved in an on-the-job accident or injury will be asked to submit to a drug and/or alcohol test. "Involved in an on-the-job accident or injury" means not only the one who was injured, but also any employee who potentially contributed to the accident or injury event in any way.

Drug testing will be a 4-panel lab based drug test and will consist of the following:

Drug group
Amphetamines (Amphetamine and Methamphetamine)
Cocaine Metabolite
Opiates (codeine, oxycodone, hydromorphone, hydrocodone, oxymorphone, and morphine)
Phencyclidine

Safety Sensitive positions will be required to abide by the Yurok Tribe Bus Driver Policy and will be subject to testing for marijuana metabolites as required by Department of Transportation (DOT). Please see Yurok Tribe Bus Driver Policy. Also positions that require DOT type test such as Wildland Fire Fighters or those whose professional license may require such testing.

DEFINITIONS:

1. **Contraband:** Any items such as illegal drugs, drug paraphernalia or other related items whose possession is prohibited.
2. **Illegal (Controlled Substances) Drugs:** Cocaine, opiates, amphetamines, phencyclidine (PCP), and any yet-to-be-developed. The term includes prescription drugs not legally obtained and prescription drugs not being used in the manner, combination or quantity prescribed.
3. **Legal Drugs:** Include prescription drugs and over-the-counter drugs which have been legally obtained and are being used in the manner, combination or quantity for which they were prescribed or manufactured.
4. **Positive Alcohol/Drug Test:** For purpose of this policy, ingestion of a drug(s), which causes employee's drug threshold level to be above the Federal Department of Health and Human Services (DHHS) guidelines. Employee whose alcohol level is .04 or greater is considered to be in violation of policy.
5. **Reasonable Suspicion:**
 - a. Employee has been involved in a workplace accident or an incident resulting in personal injury or damage to Yurok Tribe property, or workplace circumstances which could have resulted in personal injury or damage to Yurok Tribe property, and a supervisory employee has reasonable suspicion to believe that the employee's acts or omissions contributed to the occurrence or severity of the accident, incident or circumstances; or
 - b. Behavioral conduct of an employee currently affected by alcohol, drugs or a controlled substance, based upon specific personal observations of the supervisor concerning behavior, speech, or body odors; or circumstances which

**YUROK TRIBE
DRUG AND ALCOHOL POLICY**

- could indicate that the employee is reporting to work in other than a sober and reliable state, free from the effects of alcohol or drugs;
- c. Evidence of other specific contemporaneous physical, behavioral or performance indicators of probable substance abuse or circumstances. Whenever possible, two supervisors, one of whom is trained in detecting the indicators of substance abuse, shall substantiate and concur in the decision to test.
6. Refusal to submit to an alcohol or controlled substances test:
- a. Fails to appear for any test as stipulated by policy and/or scheduled.
 - b. Fails to remain at the testing site until the testing process is complete;
 - c. Fails to provide a urine specimen for any drug test;
 - d. If directly observed or monitored, fails to permit the observation;
 - e. Fails to provide a sufficient amount of urine;
 - f. Fails or declines to take a second test the supervisor or collector has directed the employee to take;
 - g. Fails to undergo a medical examination or evaluation;
 - h. Fails to cooperate with any part of the testing process; or is reported by the testing laboratory as having a verified adulterated or substituted test result.
7. Safety-sensitive position: Are positions that are covered by the Department of Transportation rules and regulations. See Yurok Tribe Bus Driver Policy. Also Wildland Fire Fighters and employees whose license requires it will require a drug test that will include marijuana metabolites
8. Vehicle: A tribally owned, rented or leased motorized vehicle including boats, quads, and heavy equipment and whether on or off road.
9. Yurok Tribe Property: All real or personal property owned, leased or otherwise under the control of Yurok Tribe. This includes, but is not limited to, buildings, facilities, vehicles, offices, parking lots, desks, cabinets, lockers, closets, etc.
10. Substance Abuse Professional (SAP): A SAP is a licensed health care professional who evaluates employees who have violated a drug and alcohol policy and makes recommendations concerning education, treatment, follow-up testing, and aftercare.
11. Reportable Accident: Any incident that results in an employee requiring medical treatment that results in the filing of a worker compensation claim or property damage in excess of five hundred dollars (\$500.00).

PROCEDURES:

1. **POSSESSION, USE OR SALE OF DRUGS/ALCOHOL**
- a. Alcohol -- Possession of open containers, use or being under the influence of alcohol by any employee during normal business hours including lunch breaks, while performing Yurok Tribe business or while on premises is prohibited. Failure to pass an alcohol test will be grounds for disciplinary action, up to and including termination.
 - b. Illegal Drugs -- The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited. Failure to pass a drug test will be grounds for disciplinary action, up to and including termination.

**YUROK TRIBE
DRUG AND ALCOHOL POLICY**

- c. Illegal use of prescribed drugs.

2. LEGAL DRUGS

Except as provided below, use or being under the influence of any legal drug, including alcohol, by any employee while on premises or while performing Yurok Tribe business is prohibited to the extent such use or influence may affect the safety of the employee, co-workers or the public, the employee's job performance or the safe or efficient operation of Yurok Tribe. An employee under the influence of a legal drug has an obligation to inquire and determine whether the legal drug he or she is taking may or will affect his or her ability to safely and efficiently perform his or her job duties. If legal drug(s) will affect ability to perform job duties safely and efficiently, employee must notify his or her supervisor upon beginning such a prescription so that arrangements can be made accordingly.

If the employee is using, a legal drug at the direction of a physician, dentist or other licensed practitioner, the employee is required to obtain a written statement that the prescription drug will not interfere with the employee's ability to perform the duties of his/her position. Otherwise, the employee may be assigned to other appropriate work or, in the absence of such work, be placed on a medical leave of absence until the employee no longer requires the legal drug pursuant to a medical release.

This policy does not require the physician, dentist or other licensed practitioner to identify any prescription drug or the medical condition for which it is prescribed. Any such information must be reported to the Director of Human Resources Department (or designee) before starting work, while taking any legal drug.

An employee taking, over-the-counter medications contrary to instructions provided by the manufacturer may be subject to disciplinary action up to and including termination.

3. OFF-DUTY POSSESSION OR USE OF DRUGS OR ALCOHOL

Off-duty possession or use of illegal drugs and/or alcohol is also prohibited to the extent such possession or use adversely relates to Yurok Tribe's legitimate interests or to the ability of the employee to safely and efficiently perform his or her job duties. Employees must notify the Yurok Tribe Director of Human Resources Department of any drug conviction within five (5) days. Any employee retained after such conviction must complete an assistance or rehabilitation program.

4. CO-WORKERS' OBLIGATIONS

All Yurok Tribe employees are expected to promote a working environment that does not tolerate the inappropriate use of alcohol, illegal drugs or misuse of medication.

Any employee who has observed, or has personal knowledge, that another employee is using or possessing, or finds, drugs or alcohol in violation of this policy shall make a good faith report of

YUROK TRIBE DRUG AND ALCOHOL POLICY

such information to the Director of Human Resources Department or designee. The employee will refrain from discussing the matter with anyone except the Human Resources Department or designee.

5. SAFETY-SENSITIVE FUNCTION POSITIONS

Safety Sensitive positions will be required to abide by the Yurok Tribe Bus Driver Policy and will be subject to testing for marijuana metabolites as required by Department of Transportation (DOT). Please see Yurok Tribe Bus Driver Policy. Also positions that require DOT type test such as Wildland Fire Fighters or those whose professional license may require such testing.

6. DRUG AND ALCOHOL TESTING

Yurok Tribe will do the scheduling, and will pay the cost, of the drug screening. However the employee will be responsible for all cost of return to duty testing.

Yurok Tribe may implement the following types of drug testing:

a. Pre-employment Testing

- i. An offer of employment with Yurok Tribe will be conditioned upon the applicant's ability to pass a pre-placement drug test. Depending on location of prospective new hire, and available testing facility, drug testing is to be completed within twenty-four (24) hours of notification of offer.
- ii. Before an applicant testing positive for any legal prescription drug can be hired, the applicant must provide proof that the prescription drug was legally obtained (i.e. a prescription) and, where appropriate, a doctor's statement of any potential work-related restrictions caused by the medication.
- iii. Any diluted specimens submitted by the applicant will be disqualified and a new specimen will need to be provided within four (4) hours of the initial results coming back diluted and at the expense of the applicant. Any second diluted specimen will result in a presumed positive test and the candidate will be disqualified from employment and the offer will be rescinded.
- iv. Applicants, who attempt to alter, adulterate or substitute a specimen for purposes of screening will be deemed to have tested positive. Applicants testing positive will be removed from consideration for employment with Yurok Tribe for a period of at least six (6) months after the testing date from which a positive result was obtained.
- v. Any special or unusual circumstances should be reported to the Human Resources Department (or designee). For example, if a job applicant claims he/she, is a recovering drug abuser, is "disabled" or if the applicant refuses to be tested for religious or other reasons, the matter must be referred to the Human Resources Department (or designee) before taking further action.

**YUROK TRIBE
DRUG AND ALCOHOL POLICY**

- b. Reasonable Suspicion Testing: If there is reason to suspect that the employee is working while under the influence of an illegal drug or alcohol, the employee will be suspended with pay until the results of a drug and alcohol test are made available by the testing laboratory. Where drug or alcohol testing is part of a routine physical screening, there will be no adverse employment action taken until the test results are in.

If an employee has been identified as being under the influence and required to take an alcohol and/or drug test, Human Resources will make arrangements immediately with closest facility to employee's location.

- c. Post-Accident Testing: Human Resources (during regular work hours) should be notified immediately and will guide employee on specific directions for drug testing. After hours injuries should be reported to the employee's supervisor first, then to Human Resources. If there are no after hour clinics then employee, or their supervisor, should contact Human Resources first thing in the morning to arrange a drug test within 24 hours. An alcohol test will be required if it is within two hours of the accident; if more than two hours, only the drug test will be required. If it is on a weekend, out of town or if employee cannot get tested because of the injury, they must let their supervisor know the details so that they can note why the test couldn't be completed.

Each employee will be tested for prohibited drugs and alcohol use as soon as possible after a reportable accident. Policy defines "reportable accident" as any incident that results in an employee requiring medical treatment that results in the filing of a worker compensation claim; or property damage in excess of five hundred dollars (\$500.00). An employee shall not be relieved of duty pending the receipt of test results except where there is reasonable evidence that alcohol or illegal drug use was a contributing factor as determined by the treating physician.

If employee is physically able, an alcohol/drug test is to be given immediately after any accident.

- d. Return to Duty Testing and Testing after Returning to Duty: All employees in violation of the drug and alcohol policy who receive an assessment and/or treatment option will be subject to return to duty testing as a condition of employment. Employees will be required to take follow-up substance and random testing for period of six (6) to twelve (12) months after returning to work, during probationary period.

7. TESTING GUIDELINES

Yurok Tribe will follow federal testing guidelines in sample collection and determination of positive or negative result. For purposes of this policy, any employee who has an alcohol level of 0.04 or more when arriving at work or anytime during his/her working hours is considered to be in violation of the policy. Yurok Tribe will bear the cost for post-accident and reasonable

YUROK TRIBE DRUG AND ALCOHOL POLICY

suspicion drug and alcohol testing. The employee will be responsible for the cost of return to duty testing. Employees should be aware that:

- a. The Tribe may require an alcohol enzyme test which can detect alcohol usage for up to 80 hours after use.
- b. The Tribe may require a hair follicle test which can detect drug usage for up to three months or more.

Collection Sites: The primary site for sample collection will be designated by the Human Resources Department.

Refusal to Submit to a Test: Behavior that constitutes a refusal to submit to a drug/alcohol test includes, but is not limited to, the following:

- a. Refusal to take the test.
- b. Inability to provide sufficient quantities of urine to be tested without a valid medical reason (these will be considered on a case-by-case basis).
- c. Tampering with or attempting to alter the specimen or collection procedure.
- d. Not reporting to the collection site in the allotted time.

8. CONTRABAND

When there is reasonable suspicion to believe an employee is in possession of contraband or suspected contraband, Yurok Tribe may request security or local law enforcement to conduct, as appropriate, an inspection of the employee, the employee's locker, desk or other company property under the control of the employee, as well as the employee's personal effects or automobile if on company property.

9. EMPLOYEE CONSENT

An employee's consent to a medical examination and drug and alcohol testing is required as a condition of employment and an employee's refusal to consent will result in disciplinary action, including termination. Consent to a medical examination and testing includes an employee's obligation to fully cooperate. Upon request, an employee must promptly complete any required forms and releases and promptly provide a sample for testing.

Employees or other staff who aids and abets an employee in evading and/or providing a false drug/alcohol test will be subject to disciplinary measures up to and including termination.

10. TEST VALIDITY

No later than seventy-two (72) hours after receipt of a positive drug test, the employee may obtain an independent analysis of the same sample at his or her expense. Yurok Tribe shall not have the requested test performed unless the employee first pays in advance all costs of the

YUROK TRIBE DRUG AND ALCOHOL POLICY

second test. Upon request, the medical review officer will authorize the laboratory holding the employee's sample to release to a laboratory approved by Human Resources a sufficient quantity of the sample to allow a second laboratory to conduct a drug-testing analysis. Because some analytes deteriorate or are lost during freezing and/or storage, quantitation for a retest is not subject to a specific cutoff requirement but must provide data sufficient to confirm the presence of the drug or metabolite. The accuracy of the test results will be verified by the laboratory conducting the analysis. If the second test is positive, then the Drug-and-Alcohol Policy will apply. If the second test is negative, then the original test shall be disregarded and the cost of the second test shall be refunded.

11. DISCIPLINARY ACTION

Violation of this policy may result in disciplinary action, up to and including termination. The decision to implement disciplinary action and the type of discipline will be at the sole discretion of Yurok Tribe Executive Director/Deputy Executive Director. Under Drug-Free Workplace Act requirements, employees must abide by this policy as a condition of continued employment.

- a. Manufacture, Distribution, or Dispensation: First Offense – Dismissal. Any Yurok Tribe employee who manufactures, distributes, or dispenses a controlled substance on Tribal property or while conducting business will be DISMISSED.
- b. Possession or Use When Physical Injury to Another is Involved: First Offense – Dismissal. Any employee, who uses alcohol and/or drugs, possesses alcohol and/or drugs or intoxicants on Yurok Tribe property or on the work premises; or while conducting tribal business and causes physical injury to another will be DISMISSED.
- c. Possession or Use: When it has been determined that a regular employee has violated the Yurok Tribe's Alcohol and Drug Policy, the following disciplinary actions will be taken. The employee will be informed of an offense and disciplinary action in writing. Failure to comply and successfully complete any treatment plan will result in termination.
 - i. First Offense – The employee will be informed of a first offense in writing by the Human Resource Department and will be suspended for ten (10) working days without pay. Employee will not be allowed to use any Sick, Personal or Vacation Leave during the suspension. During the suspension, the employee must have a conference with a certified, licensed Drug and Alcohol Counselor, and undergo an evaluation.

If it is determined that the violation reflects an alcohol or drug abuse problem that is affecting the employee's job performance, then a plan of action will be developed by the counselor in conjunction with the Human Resources Director. The counselor will put the plan in writing and the Human Resources Director will approve the plan. Failure to comply and successfully complete this plan of action will result in dismissal. The non-probationary employee must also sign and date

YUROK TRIBE DRUG AND ALCOHOL POLICY

“The Last Chance Agreement” and an authorization to release confidential medical records pertaining to the employee’s alcohol and drug treatment. Failure to sign the Last Chance Agreement and the authorization to release confidential medical records pertaining to the employee’s alcohol and drug treatment will result in dismissal.

The Last Chance Agreement binds the employee to following the action plan. The Last Chance Agreement states that if the employee fails another drug and alcohol screen for any reason, their employment with the Yurok Tribe will be terminated. The Last Chance Agreement is in effect for twelve (12) months. After twelve (12) months the Last Chance Agreement is removed from the employees personnel file. If the employee fails another drug and alcohol screening, the process will start over again as long as there is no current Last Chance Agreement in the employees personnel file. In the event an employee resigns prior to completion of his or her return-to-duty policy and later reapplies for employment, that employee will be subject to the requirements for the time remaining prior to his or her resignation.

ii. Second Offense

1. An employee who has a second confirmed positive test while participating in treatment, or leaves treatment (voluntarily or administratively) prior to being properly discharged, shall be terminated.
2. An employee who has a second confirmed test after completing treatment shall be terminated.

Any Yurok Tribe employee who has been dismissed for violation of this policy will be eligible for **rehire** with Yurok Tribe after twelve (12) months.

Any employee who is convicted of a violation of any criminal drug statute related to the unlawful manufacture, distribution, dispensation, possession or use of controlled substances in the work place must inform the company no later than five (5) days after such conviction of the fact of the conviction. Any employee who is so convicted shall be subject to disciplinary action up to and including, but not limited to termination of employment. The Tribe in its sole discretion may require an employee who is convicted of any offense set forth above to satisfactorily participate and complete a drug use-abuse assistance or rehabilitation as a condition of continued employment with the company.

12. VOLUNTARY ADMITTANCE TO A TREATMENT PROGRAM

Employees are encouraged to seek counseling regarding any concerns they have relating to alcohol or drug abuse. A self-referral will not be considered evidence of any violation of the Yurok Tribe’s Alcohol and Drug Free Workplace Policy or subject the employee to the disciplinary procedures of this policy and will not count towards a first offense violation or

YUROK TRIBE DRUG AND ALCOHOL POLICY

require an employee to sign the Last Chance Agreement, if the employee requests a self-referral at least twenty-four (24) hours prior to any screenings being conducted. This self-referral policy will not apply to pre-employment screenings. Management will make reasonable efforts to accommodate the needs of any recommended treatment program and will not allow the fact of self-referral alone to affect their employee evaluations or promotions within the organization.

- a. **Rehabilitation and Rehiring:** Any Yurok Tribe employee who has been dismissed for violation of the Alcohol and Drug-Free Workplace Policy will be eligible for rehire with the Yurok Tribe after twelve (12) months. Applicants who fail the pre-employment drug and alcohol screening are eligible to re-apply and be hired at Yurok Tribe six (6) months after the testing date from which a positive result was obtained. Employees voluntarily seeking treatment for alcoholism or drug addiction are requested to notify Yurok Tribe's Human Resources Department in advance of their treatment admission, when possible. All information regarding the employee's participation in treatment will be held in strict confidence. Only information that is necessary for the performance of normal business will be shared with the employee's immediate supervisor. Upon returning to work, the employee will be expected to follow all recommendations given by the treatment provider. The employee will be asked to sign a release of information allowing the Human Resources Department to confer with the treatment provider to monitor on-going compliance with their recommendations.
- b. **Cost of Rehabilitation:** The cost of any program of rehabilitation in which the employee participates shall be the financial responsibility of the employee. Any time off from work taken by an employee to enter an alcohol or drug rehabilitation program shall be without pay, except that an employee may use any previously accumulated personal leave for such time.

13. CONFIDENTIALITY

The Human Resources Department will maintain all records and reports on drug and alcohol testing for review. Confidentiality is essential and will be controlled by maintaining all drug-testing records under lock and key, with access to these records limited to the Human Resources Department Director or his/her designee. Test results may be disclosed to another member of management on a need-to-know basis and to the employee upon request. Disclosures, without employee consent may also occur when: the information is compelled by law or judicial or administrative process; the information has been placed at issue in a formal dispute between the employer and the employee or job applicant; the information is used in administering an employee benefit plan or other insurance program; the information is needed by first-aid, safety, or medical personnel for the diagnosis or treatment of an employee who is unable/unwilling to authorize disclosure; for review by the State Worker's Compensation Board or the State Unemployment Security Division in determining a pending claim; or the

**YUROK TRIBE
DRUG AND ALCOHOL POLICY**

information is compelled by Federal officials investigating compliance with the Americans With Disabilities Act.

14. EMPLOYEE ASSISTANCE PROGRAM (EAP)

Yurok Tribe's Employee Assistance Program (EAP) services are available to all employees (and their immediate family), free of charge. EAP provides a number of programs, including substance abuse counseling.

15. VOLUNTEER WORK ASSIGNMENTS

During the course of any work assignment, such volunteers shall be subject to the same rules of employee conduct relating to alcohol and illegal drug use which are applicable to employees of the Yurok Tribe.

16. CONTRACTORS AND VENDORS

Contractors and Vendors shall be required to cooperate with this policy in achieving a drug and alcohol free workplace. Violation of these provisions or refusal to cooperate with the policy requirements can result in the Yurok Tribe barring contract and vendor personnel from all Yurok Tribe facilities or participating in operations.

17. SEVERABILITY

If any part or provision of this policy, or the application thereof to any person or circumstance, should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any part of this provision is restrained by such tribunal pending a final determination as to its validity, the remainder of this policy, or the application of such part of provision to other persons or circumstances, shall not be affected and shall continue in full force and effect. Yurok Tribe reserves the rights to change, amend, modify, delete or add to this policy at any time.

18. ADMINISTRATIVE RESPONSIBILITY

Supervisors have day-to-day responsibility for insuring that their departments are in compliance with this policy. All Supervisors will be required to attend reasonable suspicion training annually. The Human Resources Department is responsible for administering this policy.

**YUROK TRIBE
DRUG AND ALCOHOL POLICY**

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

This is to certify that this Employee Drug and Alcohol Policy was adopted by the Yurok Tribal Council at a regularly scheduled meeting on March 21, 2019, at which a quorum was present and this policy was adopted with a vote of 6 Yes, 0 No, 0 Abstentions. This Policy has not been rescinded or amended in any way.

Dated this _____ day of _____, 2019.



Joseph James, Chairman
Yurok Tribal Council

Attest: 

Mindy Natt, Secretary
Yurok Tribal Council



YUROK TRIBE

190 Klamath Boulevard • Post Office Box 1027 • Klamath, CA 95548

RESOLUTION Of The YUROK TRIBAL COUNCIL

RESOLUTION NO: 19-029

DATE APPROVED: March 21, 2019

SUBJECT: DRUG AND ALCOHOL POLICY

WHEREAS: The Yurok Tribe is a federally recognized Tribe; and

WHEREAS: The Yurok Tribal Council is the governing body of the Yurok Tribe under the authority of the Yurok Constitution of 1993; and

WHEREAS: The Yurok Tribe is eligible for all rights and privileges afforded to federally recognized tribes, including but not limited to, the rights and privileges afforded under the Hoopa-Yurok Settlement Act; and

WHEREAS: The goal of the Drug and Alcohol Policy is to balance the Tribe's respect for individuals with the need to maintain a safe, productive, and drug-free and alcohol environment; and

WHEREAS: The intent of the Drug and Alcohol Policy is to offer a helping hand to those who need it, while sending a clear message that drug use and alcohol abuse are incompatible with employment at Yurok Tribe; and

WHEREAS: The Yurok enrolled membership voted to allow medical marijuana use on the reservation voting for Referendum #5-Medical Marijuana, consumption only: "shall the Yurok Tribe allow for medical marijuana use, not cultivation, on the reservation?" was voted in with a vote yes of 607 (59.34%) and a vote no 416 (40.66%); and

WHEREAS: The Yurok Tribe has a current Drug and Alcohol Policy that was adopted on adopted 02/09/2012; and



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WHEREAS: Public Hearing Ordinance Section 1.25.040 requires all policy revisions to be adopted by resolution; and

WHEREAS: Council Action Item 18-269 approves removal of marijuana metabolites from drug testing for tribal employees except those deemed safety sensitive. The Drug and Alcohol Policy is otherwise unchanged.


NOW THEREFORE BE IT RESOLVED: The revised Yurok Tribe Drug and Alcohol policy is hereby adopted removing drug testing for marijuana metabolites and identifying safety sensitive positions.

BE IT FURTHER RESOLVED: That the Chairperson is hereby authorized to sign this Resolution and to negotiate all matters pertaining hereto and that the Recording Secretary is authorized to attest.

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


This is to certify that this Resolution Number 19-029 was approved at a duly called meeting of the Yurok Tribe on March, 21, 2019 at which a quorum was present and that this Resolution Number 19-029 was adopted by a vote of 6 for and 0 opposed and 0 abstentions. This Resolution Number 19-029 has not been rescinded or amended in any way.

DATED THIS 21TH DAY OF MARCH, 2019


Joseph L. James, Chairman

YUROK TRIBAL COUNCIL

ATTEST:


Mindy Natt, Secretary
Yurok Tribal Council