



# FLG Technics

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## Antidrug Policy

FLG Technics supports the drug free workplace and follows the FAA regulations.

It is FLG Technics policy to terminate an employee on a pre-employment test, if he/she tests positive for any prohibited drug. An employee performing a safety sensitive function that tests positive for a random test, test for cause or post accident will be removed from the safety sensitive position. Rehabilitation under the DOT 49CFR40 Subpart "O" is at the discretion of this employer's company policy.

### On duty use of a prohibited substance:

If an employee is determined to have used a prohibited drug while performing a safety sensitive function after September 19, 1994, then he/she will be precluded from performing that safety sensitive function for any employer. **[PERMANENT BAR]**

### One verified positive drug test:

If an employee is determined to have one verified positive drug test, he/she will be removed the safety sensitive function he/she was performing and will be referred to a substance abuse professional at the employee expense.

### Two verified positive drug tests:

If an employee has two verified drug tests after September 19, 1994, then he/she will be permanently precluded from performing the safety sensitive function they were performing at the time of the second verified positive. This applies to both those who were determined to need rehabilitation and those who do not go through rehabilitation. **[PERMANENT BAR]**

### Refusal to submit to a drug test:

Any safety sensitive employee who holds an airmen's certificate under Part 61, 63, 65 and 67 who refused to submit to a random; post accident, reasonable cause, or follow-up test will be reported to the FAA. The FAA can take action to deny, suspend, or revoke the person's certification.

The refusal will be reported within two (2) days to:

FAA, Aviation Drug Abatement Division  
AAM 810  
Room 803  
800 Independence Avenue, SW  
Washington, DC 20591