

# DRUG AND ALCOHOL TESTING

I understand that, as a condition of employment with OnTime Labor and/or assignment to certain OnTime Labor customers, I may be required to take a pre-employment drug/alcohol test. The charge of the drug and alcohol test is \$15.00 which will be deducted from my first two paychecks. I further understand and agree that I may be required to submit to post-incident/post-accident, reasonable-suspicion, and/or random drug/alcohol testing. I understand that a positive finding can result in disqualification/removal from said assignment with OnTime Labor's customer and can also result in termination of my employment with OnTime Labor. I understand that I may contest a positive drug/alcohol test by submitting to a confirmatory test, at my own expense, at a licensed testing facility and presenting the test results to OnTime Labor within 24-hours of the initial positive drug/alcohol test. By signing below, I understand that a positive post-incident/accident drug/ alcohol test can result in a rebuttable presumption that such condition was the proximate cause of my work-related injury to the extent permitted by applicable law, and, in certain cases, can result in a loss of workers' compensation benefits. I further agree that a refusal to submit to a drug/alcohol test will be deemed an admission to being under the influence of drugs and/or alcohol, and that my employment with OnTime Labor will be terminated immediately. I specifically authorize the release of said drug/ alcohol test to any authorized representative of OnTime Labor and/or an authorized representative for OnTime Labor's customer, where applicable. I hereby permit/authorize OnTime Labor, and any of its related companies, to release any and all of my medical information, records, test results and reports that are now or may be in the future in OnTime Labor's possession to any person, business and/or governmental entity as OnTime Labor deems necessary and/or appropriate for the administration of its business and in furtherance of this policy, with the expectation that such records will be kept in the strictest confidence.

**I understand that any fees for Drug and Alcohol testing will be deducted from my paycheck.**