

SYSTEMWIDE POLICY

Drug Free Workplace

This Policy is Applicable to the following Corewell Health sites:

SYSTEMWIDE

Beaumont Pharmacy Solutions, Beaumont Post Acute Care, Continuing Care (CHW), Corewell Health Beaumont Grosse Pointe Hospital, Corewell Health Beaumont Troy Hospital, Corewell Health Big Rapids Hospital, Corewell Health Dearborn Hospital, Corewell Health Farmington Hills Hospital, Corewell Health Gerber Hospital, Corewell Health Grand Rapids Hospitals (Blodgett Hospital, Butterworth Hospital, Helen DeVos Children's Hospital), Corewell Health Greenville Hospital, Corewell Health Ludington Hospital, Corewell Health Medical Group East, Corewell Health Medical Group West, Corewell Health Pennock Hospital, Corewell Health Reed City Hospital, Corewell Health South (Niles, St. Joseph, and Watervliet Hospitals; Corewell Health Medical Group South; Applicable Corewell Health South Regional Sites), Corewell Health Taylor Hospital, Corewell Health Trenton Hospital, Corewell Health Wayne Hospital, Corewell Health William Beaumont University Hospital (Royal Oak), Corewell Health Zeeland Hospital, Corporate (Corewell Health East), Corporate (Corewell Health West, South and Priority Health), Outpatient/Physician Practices (CHW), Priority Health

Applicability Limited to:	N/A
Reference #:	28969
Version#:	2
Effective Date:	04/11/2024
Functional Area:	Human Resources
Department Area:	Human Resources

1. Purpose

Corewell Health is committed to maintaining a drug-free work environment for the health and safety of its team members, patients, residents, members, and visitors. In accordance with this commitment, we maintain a drug free work environment that includes the prohibition of the use of alcohol, tobacco, and other prohibited substances (see definition).

2. Definitions

- 2.1. Prohibited Substances:** illegal drugs (under either federal or state law), controlled substances without a prescription, prescription or over-the-counter drugs not used in conformity with the prescription, and any other substance which affects or may affect team members' ability to perform their job duties competently or safely, regardless of any claim that the substance is for medicinal purposes (e.g., medical marijuana) and regardless of Michigan or other state or local law which allows for the recreational use of marijuana.
- 2.2. Reasonable Suspicion:** observation that includes but is not limited to behaviors such as slurred speech, unsteady walking, abrupt mood swings, breath or odor, needle marks, sudden nosebleeds, frequent illness unexplained by medical conditions, absenteeism, declining productivity, excessive tardiness, on-the-job accident or injury where there exists a reasonable basis for believing that a prohibited substance and/or alcohol use could have contributed to the accident or injury, and any activity suggesting possible involvement with prohibited substances and/or alcohol in violation of this policy.

Entities will reference associated Documentation contained within this document as applicable
Printouts of this document may be out of date and should be considered uncontrolled.

3. Responsibilities

All team members must conduct themselves in a manner that provides a safe and healthy work environment.

4. Compliance

- 4.1. Team Members should take time to read and become familiar with the details of any policies that apply to them and to follow any expectations outlined. Seek clarification from your leader or from HR if you need it. When policies aren't followed, there may be coaching or performance correction that results.
- 4.2. When a team member is covered by a collective bargaining agreement (CBA) and the terms of the CBA are different, the team member should follow the CBA instead of the policy.

5. Policy

- 5.1. Team members may not use tobacco (cigars, cigarettes, chewing tobacco, pipe tobacco, smokeless tobacco, e-cigarettes, and/or vapor cigarettes - with tobacco or any other smokeless vapor, nicotine or chemical) at any time during their work shift, including while on breaks or lunch periods regardless of location. Nicotine smoking cessation products are permitted.
- 5.2. Team members may not report to work under the influence of alcohol or a prohibited substance, with a detectable level of alcohol or a prohibited substance in their system, or with the odor of alcohol or a prohibited substance on their breath or body as noted in the [Dress Code and Identification \(ID\) Badge policy](#).
- 5.3. Team members may not:
 - 5.3.1. use, divert, possess, store, manufacture, sell or distribute alcohol or prohibited substances;
 - 5.3.2. dispense prohibited substances or alcohol unless it is during their normal job duties.
- 5.4. Corewell Health may require a team member to undergo prohibited substance and/or alcohol testing if:
 - 5.4.1. There is [reasonable suspicion](#) that the team member has possessed, used or is under the influence of alcohol or a prohibited substance, or
 - 5.4.2. There is [reasonable suspicion](#) that the team member has been involved in the diversion of a prohibited substance, or
 - 5.4.3. It is required by the Department of Transportation (DOT) based on the team member's position.
- 5.5. In the event a reasonable suspicion process results in a negative test, and there is a concern with the team member's ability to perform their job functions safely with or without a reason accommodation, or without creating a direct threat, the leader may refer the team member to Leave Management for determination for a medical evaluation. Refusing to cooperate fully with required testing is grounds for termination which includes refusing testing, delaying testing, substituting or adulterating any bodily substance or specimen submitted for testing, or falsely representing that the body substance or specimen is the team member's own sample.
- 5.6. A team member may not perform any work while using any prescription or over-the-counter medication that could impair the team member's ability to perform job duties in a safe and effective manner.
 - 5.6.1. Team members who are using medication are responsible to determine whether the medication could have an adverse effect on safety or performance.

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- 5.6.2.** If a team member is unsure about the effects of a medication, team members are required to consult their physician. If, after such consultation, team members have reason to believe that a medication could impair their ability to perform their job duties, or create a safety risk to themselves or others, they are required to report that information to the Leaves & Accommodations team of Human Resources immediately. Corewell Health will work with team members to resolve any performance or safety concerns related to the medication and will honor all legal requirements for the confidentiality of any medical information provided.
- 5.6.3.** If a team member on duty on Corewell Health property possesses or uses any prescription medication that contains a prohibited substance, the medication (1) must be in its original container labeled with the team member's name, and (2) must be used only in the manner, combination and quantity prescribed by the team member's physician.

6. Revisions

Corewell Health reserves the right to alter, amend, modify or eliminate this document at any time without prior written notice.

- 7. Policies Superseded and Replaced:** This policy supersedes and replaces the following policies as of the effective date of this policy: Beaumont Alcohol and Drug Free Workplace Policy #7076335, Beaumont Tobacco Free Policy #7076339, and 5.5 Smoke and Drug-Free Environment section of the Spectrum Health Professional Expectations policy #6604.

8. References

- [Dress Code and Identification \(ID\) Badge](#)

9. Policy Development and Approval

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10. Keywords:

drug, free, workplace