

(DATE)

(Worker Name, Address)

(delivery method specified)

Dear XXXX:

(company name) is committed to providing the safest workplace possible for our employees. On (date), your physician provided (company name) with confirmation that you are able to work safely at (site) as a (occupation) when using your prescription medication as indicated.

(if applicable Your physician noted the following restrictions):

XXXX

XXXX

XXXX

It is important to note that our, and your, first responsibility is to ensure that work can be performed safely. (if applicable It is critical that you abide by the restrictions noted by your physician). It is important that you follow your physician's directions with respect to dosage and use of your medication.

Please keep in mind that the provisions of the Occupational Health and Safety Regulation (the *OHSR*), and the British Columbia Construction Industry Substance Abuse Testing and Treatment Program Policy (the *Policy*) continue to apply.

The *Regulation* requires that any worker who is impaired by alcohol, drugs, or other causes, including prescription medication, advise their employer immediately. Impairment can occur as a result of a variety, or combination of, many factors. Should you feel that your ability to work safely is impaired at any time via use of your prescribed medication, other factors, or a combination thereof, you must advise your employer immediately who will work to eliminate the risk of injury to yourself or others.

The *Policy* also requires our company to assess impairment of workers on the job. As noted above, impairment can arise from a variety / combination of many factors. (Company name) supervisors have been trained to recognize signs and symptoms of impairment. Should a supervisor have reasonable suspicion that your ability to work safely is impaired, howsoever caused, the relevant provisions of the *Policy* will apply.

We remain committed to providing the safest workplace possible, while recognizing your particular circumstances. We look forward to a safe and productive employment relationship with you.

Sincerely,

XXXXXXXX

.cc Personnel file