

# EDMONTON

## ADMINISTRATIVE DIRECTIVE



### TITLE

**DRUG AND ALCOHOL**

### NUMBER

**A1128**

### DELEGATED AUTHORITY

**BYLAW 12005, THE CITY  
ADMINISTRATION BYLAW**

### DEPARTMENT

**CORPORATE SERVICES**

### STATEMENT

The City of Edmonton (the "City") is committed to the health, safety and wellness of its employees, contractors, and the public. The City recognizes the importance of promoting a safe, healthy and productive work environment. The use of illicit drugs, alcohol and the inappropriate use of medications can have serious adverse impacts in the workplace and the City will take steps toward eliminating this conduct in its workplace.

### PURPOSE

The purpose of this Directive is to establish the expectations for appropriate conduct of employees, to establish the consequences for non-compliance, to provide consistent guidelines for all employees and to provide a means for supporting employees who are dealing with current or emerging drug and alcohol problems.

### APPLICATION

This Directive applies to all City Departments reporting to the City Manager, and all employees as defined in this directive, along with persons acting on behalf of the City such as consultants, contractors and their employees. This also applies to the employees in the Office of the City Auditor.

### PROCEDURE

### LEGISLATIVE AND ADMINISTRATIVE AUTHORITIES

[Employee Code of Conduct, A1100](#)

[Discipline of City Employees, A1102](#)

Labour Relations Code, R.S.A. 2000, c. L-1

Worker's Compensation Act, R.S.A. 2000, c. W-15

Employment Standards Code, R.S.A. 2000, c. E-9

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DRUG AND ALCOHOL	A1128	JULY 9, 2009

Occupational Health and Safety, R.S.A. 2000, c. O-2

Freedom of Information and Protection of Privacy Act, R.S.A. 2000, c. F-25

Human Rights- Citizenship and Multiculturalism Act. R.S.A. 2000, c. H-14

Criminal Code of Canada, **R.S.C. 1985, c. C-46**

Traffic Safety Act of Alberta, R.S.A. 2000, c. T-6

Collective Agreements