

**ADOPTION BY EMPLOYER
OF
UA LOCAL #140/UTAH MECHANICAL CONTRACTORS ASSOCIATION
DRUG-FREE WORKPLACE SUBSTANCE ABUSE POLICY**

_____ (Employer) hereby adopts the Substance Abuse Policy negotiated by and between UA Local 140/UMCA as our policy on substance abuse.

The Company hereby authorizes and instructs UA Local 140 to dispatch to us under the terms of the collective bargaining agreements only those applicants for employment who are in compliance with the Substance Abuse Policy.

Signature _____

Name _____

Title _____

Date _____