



SAFETY / MEDICAL PROVIDER / FOUL LANGUAGE POLICIES
Colorado

Because ColCal is dedicated to providing the safest environment possible for its employees, the following policies are in effect until further notice:

NOTICE OF ZERO TOLERANCE FOR UNSAFE PRACTICES OR FOUL LANGUAGE

- Employees will be written up immediately for running, sliding, slamming doors, throwing objects, walking too quickly around corners, roughhousing, or for not following procedures designed to prevent injury, even if there is no resulting injury.
- Employees will utilize all protective gear: back brace, fry gloves & apron, cut resistant gloves, lizard box cutters, etc
- Employees should report any unsafe practices witnessed of another employee to management.
- Employees should report any unsafe situations or environments witnessed in the store to management.
- Employees who are written up twice for unsafe practices will be terminated immediately, even if there is no resulting injury.
- If an employee’s unsafe behavior could result in serious harm to him/herself, fellow employees, or customers, termination may result due to that one, single incident
- Any team member or manager using foul language anywhere on the premises, whether on or off duty, will be subject to disciplinary action up to and including termination.

SAFETY

For Cause/Post Accident Testing: Working under the influence of drugs or alcohol is subject to discipline up to and including termination. Company policy mandates for-cause and post-accident drug screening, by signing below, you are acknowledging this. The Drug & Alcohol Free policy is attached and, is located in the Answer System/Book 6 located in your store and is available upon request.

The company will begin post-accident and for-cause testing for the abuse of alcohol and for the use of illegal drugs or their metabolites. Post-accident tests will be required of all employees whose acts, or failure to act, appear to have caused or contributed to any work related injury requiring off-site medical attention or on-the-job accident estimated at the time of the accident to have caused property damage or loss in excess of \$250.00. The use of marijuana, even with a medical marijuana card, is not conducive to a restaurant’s safety sensitive nature and **remains a violation of Federal Law, and accordingly, such conduct violates this policy.**

Designated Medial Provider: All employees should obtain treatment of work-related injuries and illnesses at

Western Medical Associates located at 1060 Orchard Avenue. The phone number is 241-7600 or
Foresight Family Physicians located at 2503 Foresight Circle. The phone number is 242-2660

In the event of a life or limb-threatening emergency, the insured employee will be sent to the nearest emergency medical facility. Follow-up care should be provided by the medical provider designated above.

If an unauthorized medical provider treats an employee, the employee will be responsible for payment of said treatment. All employees must sign below, acknowledging this company policy.

ACKNOWLEDGEMENT

I have read and am fully aware of the company policies regarding zero tolerance for unsafe practices, working under the influence of drugs or alcohol and consenting to for-cause & post-accident drug screening and medical treatment for work-related injuries and illnesses. I also understand I must notify my employer in writing of my injury within three days of the injury.

Signature of Employee

Date

Worker’s compensation FRAUD is a FELONY – punishable by 5 years in prison and fines up to \$50,000.

OUR OBJECTIVE: To provide our valued employees with a safe environment in which to work.