

RESOLUTION NO. R-20-06

A RESOLUTION OF THE VILLAGE OF CAMPTON HILLS, KANE COUNTY, ILLINOIS AMENDING THE EMPLOYEE HANDBOOK BY AMENDING THE DRUG AND ALCOHOL-FREE WORKPLACE POLICY AS IT RELATES TO CANNABIS USE

WHEREAS, the Village of Campton Hills, Kane County, Illinois (the "*Village*") is a duly organized and existing municipal corporation created under the provisions of the laws of the State of Illinois and under the provisions of the Illinois Municipal Code, as from time to time supplemented and amended; and

WHEREAS, in order to ensure a safe work environment and compliance with the Drug-Free Workplace Act of 1988 (41 U.S.C. §§ 8101 *et seq.*), the Village desires to maintain a drug-free workplace; and

WHEREAS, the Village wishes to prohibit employees from engaging in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in accordance with the requirements of the Anti-Drug Abuse Act of 1988 (Public Law 100-690, 102 Stat. 4181), and from engaging in the use of drugs or alcohol in the workplace; and

WHEREAS, the Village President and Board of Trustees of the Village of Campton Hills (the "*Corporate Authorities*") wish to adopt a fair general employee policy that is consistent with the Drug-Free Workplace Act of 1988 and the Anti-Drug Abuse Act of 1988 to ensure that the Village maintains its high standards for employment and operations; and

WHEREAS, the attached Section 6 Drug and Alcohol-Free Workplace Policy, in the form as attached hereto as Exhibit A, is found and declared to constitute a fair and appropriate policy to regarding drug and alcohol use and made binding on all employees of the Village; and

WHEREAS, the Village President and Board of Trustees of the Village of Campton Hills deem it advisable and in the best interest of the health, safety and welfare of the residents of the

Village to amend the employee manual to include the updated Section 2.6 Drug and Alcohol-Free Workplace, as set forth in Exhibit A.

NOW, THEREFORE, BE IT RESOLVED by the President and Board of Trustees of the Village of Campton Hills, Kane County, Illinois, as follows

Section 1. That the above recitals and legislative findings are found to be true and correct and are hereby incorporated herein and made a part hereof, as if fully set forth in their entirety.

Section 2. The Drug-Free Workplace Policy attached as Exhibit A is hereby adopted in its entirety and made applicable to Village employees described therein in substantially the form presented to the Village Board with such necessary non-material changes as may be authorized by the Village President, the execution thereof to constitute the approval by the Village of any and all changes or revisions therein contained.

Section 3. That the Village Administrator is hereby authorized and directed to incorporate Section 2.6 Drug and Alcohol-Free Workplace into the appropriate Chapter of the employee handbook of the Village.

Section 4. If any section, paragraph, clause or provision of this Resolution shall be held invalid, the invalidity thereof shall not affect any other provision of this Resolution.

Section 5. All ordinances, resolutions, motions or orders in conflict with this Resolution are hereby repealed to the extent of such conflict.

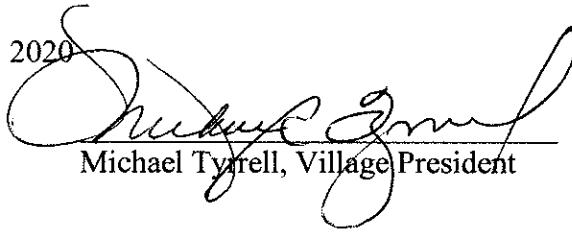
Section 6. This Resolution shall be in full force and effect upon its passage, approval, and publication in the manner provided by law.

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Passed this 4th day of February, 2020, pursuant to a roll call vote as follows:

	AYES	NAYES	ABSENT	ABSTAIN
Trustee Darlene Bakk	<u>✓</u>	_____	_____	_____
Trustee Susan P George	<u>✓</u>	_____	_____	_____
Trustee Jim McKelvie	<u>✓</u>	_____	_____	_____
Trustee Mike Millette	<u>✓</u>	_____	_____	_____
Trustee Michael O'Dwyer	_____	_____	<u>✓</u>	_____
Trustee Wendy K. White Eagle	<u>✓</u>	_____	_____	_____
President Michael Tyrrell	<u>✓</u>	_____	_____	_____

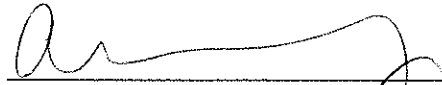
APPROVED this 4th day of February, 2020



Michael Tyrrell, Village President

(SEAL)

ATTEST:



Lynn Baez, Village Clerk
Ashley, Gregory, Deputy Clerk

Exhibit A

Section 2.6 Drug and Alcohol-Free Workplace