

Louisiana Horsemen's Benevolent and Protective Association

1993, Inc.'s

Workers' Compensation Insurance Program

Receipt and Acknowledgement of Substance Abuse Rule and Policy By Employee

The undersigned employee hereby acknowledges receipt of the Substance Abuse Rule and Policy of Employer on the date this document was executed. Undersigned employee also agrees to be bound by the terms of that policy and to cooperate in the enforcement of same in order to help achieve a safer work environment.

Employee acknowledges that compliance with the Substance Rule and Policy of Employer is a condition of his or her employment and that among other things that Substance Rule and Policy of Employer prohibits the following:

Employees shall not introduce, manufacture, distribute, dispense, possess in employee's body or otherwise possess, use or consume alcoholic beverages, drugs, illegal drugs, and unauthorized prescribed drugs while in the course and scope of employment or in or upon the premises or property where employee is carrying out or normally carries out his or her employment duties. Violation of this policy will be cause for disciplinary action, up to and including termination in addition to any and all effects provided by law.

Employee Name: _____ (Please print)

Employee Signature: _____ Date: _____

Legal Guardian

Social Security: _____ - _____ - _____

LSRC Number: _____ DOB: _____

Position: _____ Male _____ Female _____

Employer Name: _____ (Please print)

**Substance Abuse Rule and Policy
For
Louisiana Horsemen's Benevolent and Protective Association
1993, Inc.'s
Workers' Compensation Insurance Program and Participating
Employers
Effective Date: July 1, 2007**

Scope

The scope of this policy is the establishment of a substance abuse rule and policy which would be adopted by all participating employers (Employers) who have coverage (Coverage) pertaining to their employees in the Louisiana Horsemen's Benevolent and Protective Association 1993, Inc.'s Workers' Compensation Insurance Program (Program) that is consistent with public policy and law especially as provided in Louisiana Revised Statute 23:1081. The Program is that Program implemented pursuant to Louisiana Revised Statute 4: 252 and 252.

Purpose

The purpose of these work rules is as follows:

- To establish and maintain a safe, healthy working environment for all employees.
- To reduce the possibility of accidental injury to persons or property.
- To reduce absenteeism, tardiness, and indifferent job performance.
- To follow all applicable state, federal, and local requirements.

Definitions

Alcohol or alcoholic beverage

Defined as any beverage that may be legally sold as alcohol. This includes, but is not limited to, fermented malt beverages, intoxicating liquor and wine.

Drug

Means any substance other than alcohol, which is capable of altering the mood, perception, pain level, or judgment of the individual consuming it, and which is recognized as a drug.

Illegal drug

Means any drug or controlled substance, including prescription drugs, that is not used legally any substance, whether it be narcotic or non-narcotic and those substances listed in Schedules I, II, III, IV and V of the Louisiana Revised Statutes.

This substance abuse policy is a guideline to reduce substance abuse in the workplace. It may not prevent substance abuse from occurring. It does not address potential compliance issues with Federal, State or local OSHA or any other regulatory agency standards. Nor is it meant to be exhaustive or construed as legal advice. Consult your licensed commercial Property and Casualty representative at Andreini & Company or legal counsel to address possible compliance requirements.

Authorized prescribed drug

Means a drug prescribed by a licensed practitioner, and used in the manner, combination, and quantity prescribed, by the person for whom the drug is prescribed.

Prohibited Conduct

Employees shall not introduce, manufacture, distribute, dispense, possess in employee's body or otherwise possess, use or consume alcoholic beverages, drugs, illegal drugs, and unauthorized prescribed drugs while in the course and scope of employment or in or upon the premises or property where employee is carrying out or normally carries out his or her employment duties. Violation of this policy will be cause for disciplinary action, up to and including termination in addition to any and all effects provided by law.

Reporting for work under the influence of an illegal drug, alcohol, drug, or unauthorized prescribed drug is cause for disciplinary action, up to and including termination.

No prescription drugs shall be brought by employee or others upon the premises or property where employee is carrying out or normally carries out his or her employment duties except by the person for whom the drug is prescribed by a licensed practitioner. In such circumstance the prescribed drug shall be used solely in the manner, combination and quantity prescribed. When the use of drugs for medical purposes may affect behavior or performance, employees should advise their supervisor that they are taking such drugs.

Employees are encouraged to voluntarily seek counseling from an Employee Assistance Program as needed and the Horsemen's Benevolent and Protective Association 1993, Inc. (HBPA) will field requests for referral to such programs.

Testing Circumstances: Post-Accident

Employer or the HBPA, on behalf of Employer, will conduct a drug and alcohol test whenever any employee is involved in a work-related accident as is provided by law including as provided in Louisiana Revised Statute 23:1081.

All rights of Employer under Louisiana Revised Statute 23:1081 are hereby reserved to Employer.

Employer or the HBPA, on behalf of Employer Our company will also conduct a drug and alcohol test whenever such is deemed prudent or necessary in providing a safe workplace and when the law so permits.

Refusal to Cooperate in Enforcing this Rule and Policy

Refusal of an Employer to cooperate fully in enforcing this Substance Abuse Rule and Policy will constitute grounds for the HBPA to terminate the Coverage afforded under the Program.

Specimen Collection and Collection Procedures

Specimen collection and testing will be conducted in a manner and under conditions which scientifically are generally accepted as being sufficient to reliably produce an accurate result.

Any employee refusing to submit to a drug or alcohol test or leaving the company premises without permission after being involved in a work-related accident will be subject to disciplinary action up to and including termination in addition to any and all effects provided by law.

Confirmatory Test

If an initial drug test is positive, a confirmation test will be performed on the same specimen.

Notification of Test Results and Record Keeping

The HBPA, Employer and employee shall be notified as soon as is practical of the results of the drug or alcohol test.

Our company will notify its driver or driver applicant of the testing results.

MANDATORY EMPLOYEE ASSISTANCE PROGRAM (EAP)

Should an employee test positive for alcohol or drugs at anytime, it is MANDATORY that the employee register at the field office within 48 hours of notification to attend the HBPA sponsored Employee Assistance Programs for substance abuse in order to obtain their LSRC license and right to work and live on the backside of Louisiana Racing facilities. Employee must attend the employee assistance program for six weeks and submit to random drug testing by counselor. Upon completion of program, a letter from EAP counselor must be submitted to the HBPA field office

Confidentiality

Confidentiality will be maintained as provided by law.

Severability

If any part or portion of the Policy is held by any body of authority or court of competent jurisdiction to be invalid for any reason whatsoever, then, in that event, only that part or portion so declared to be invalid shall be so, and the remaining parts or portions not so declared shall remain in full force and effect.

Law Controls

If any part of this substance abuse rule and policy conflicts with law, particularly, Louisiana Revised Statute 23:1081, the law shall prevail as it is not the purpose or intent of this law to waive any rights of Employer as set out in law.

ACKNOWLEDGEMENT OF SUBSTANCE ABUSE RULES &POLICY

Employee

LAHBPA

Date:_____

Date:_____

SECOND INJURY FUND EMPLOYEE QUESTIONNAIRE

This form is to be used only after if the applicant has previous or past injuries

Please answer the following questions by circling either **Yes** or **No**:

1. Have you ever had a disease or disability arising from your occupation? **Yes No**
If YES, please explain:

2. Have you ever received worker's compensation benefits for an injury **Yes No**
that occurred at work?
If YES, When : _____
How Long were you on compensation? _____
Name of employer: _____
Nature of Injury: _____
3. Have you ever been rejected for employment, insurance, or military **Yes No**
service because of Health? If YES, please explain:

4. Have you ever had back trouble or an injury to your back, head, or neck? **Yes No**
If YES, please explain:

5. Do you have any restrictions or limitations upon your physical activities? **Yes No**
If YES, please explain:

6. What operations, accidents, broken bones, strains, or serious illnesses have you had?

7. Do you have any other long term health problems or adverse physical **Yes No**
conditions? If YES, please explain:

Warning: Pursuant to LSA-R.S. 23:1208.1, I understand that my failure to answer truthfully any of the above questions may result in denial or forfeiture of any right I or my dependents may have to workers' compensation benefits, including medical treatment and expenses.

I acknowledge that I have read or have had the questionnaire read to me and understand the warning

Print Your Name: _____

Your Signature _____ Date _____

Legal Guardian _____ Date _____

Home Address _____

Home City _____ Home State _____ Home Zip Code _____

Home Phone # _____ Emergency # _____

LSRC# _____ Date of Birth ____ / ____ / _____

My social security number is: _____ - _____ - _____

MEDICAL INFORMATION RELEASE FORM

I, _____, authorize the La. H.B.P.A. to request and obtain all records regarding and industrial accident or occupational disease involving myself and the La. H.B.P.A. this is to include doctor's reports, follow-up reports, nurses' notes, medical bills, test results, etc.

A facsimile or photo static copy of this authorization shall be considered as effective and valid as the original. This release shall remain in effect until specifically rescinded by me.

Employee Signature: _____ Date: _____

FOR OFFICE USE ONLY: Must be completed before filing.

Reviewed By: _____ Date Reviewed: _____

Employers' Signature _____ **Date** _____

Employers' Signature _____ **Date** _____

Employers' Signature _____ **Date** _____

Employers' Signature _____ **Date** _____

Changes in your Employee Work List

Workers Compensation Classification & Code (Stables & Drivers Code # 8279)

Drop off at any Field Office on each racetrack

Print Member's Name: _____

Please Type or Print

Name of Employee	Social Security #	LSRC #	DOB	M	a	l	e	F	e	m	a	l	e	Position	Date Hired	Date Terminated	Weekly Pay Rate	

Date: _____

Members Signature: _____