

**EMPLOYMENT POLICY  
PAUL FIRST NATION**



**Last Chance Agreement**

**Page 3 of 3**

**5 Signatures**

**5.1 The parties have signed two copies of this Agreement as follows:**

**Place of Signing: \_\_\_\_\_**

**Place of Signing: \_\_\_\_\_**

**Date of Signing: \_\_\_\_\_**

**Date of Signing: \_\_\_\_\_**

\_\_\_\_\_  
**Chief Executive Officer's Signature**

\_\_\_\_\_  
**Employee's Signature**

**EMPLOYMENT POLICY  
PAUL FIRST NATION**



**Form 21: Last Chance Agreement**

**Between:**

**Paul First Nation  
(the "Employer")**

**- and -**

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**(the "Employee")**

**1 Context**

**1.1 Both parties agree that the nature of the employment is such that the Employer must have full faith and confidence in the Employee's ability to provide competent service and to attend for work free from the influence of drugs or alcohol. Both parties agree that a zero tolerance approach is appropriate having regard for the nature of the employment and the events and circumstances which have preceded the execution of this Agreement.**

**1.2 In lieu of the imposition of discipline or the termination of the Employee's employment, the parties have agreed to the terms set out in this Agreement.**

**2 Employee's Obligations Under this Agreement**

**2.1 The Employee will attend for work free from the influence of any mood altering substance, drugs, or alcohol and promises not to consume any mood altering substance, drugs, or alcohol prior to or during working hours.**

**2.2 The Employee further promises not to operate any vehicle owned by the Employer while under the influence of any mood altering substance, drugs, or alcohol.**

**2.3 In the event that the Employee is prescribed medication in the nature of a mood altering substance from a qualified medical doctor, the Employee shall advise the Employer and the Employer shall be entitled to receive any relevant information from the Employee's physician respecting such medication and the Employee's medical condition. The Employee agrees to sign any required consent, release, or other document necessary to release information to the Employer and otherwise do anything that may be reasonably necessary to give full effect to this section.**