

PGE Drug, Alcohol and Tobacco Policies

DRUGS AND ALCOHOL

PGE is committed to providing a workplace free of the effects of Alcohol and Illegal Drugs. Employees are prohibited from reporting for work under the influence of Alcohol, Illegal Drugs, or any other substance that impairs job performance or creates a safety hazard for themselves or others. In addition, when on company premises, while performing work for the company, or before or while operating company vehicles or equipment, employees may not:

- Use, possess, distribute, or sell Illegal Drugs.
- Possess an open container of, or consume, Alcohol.
- Use prescription medications not prescribed for them by a health care provider.
- Use prescription or over-the counter (OTC) medications in a way that differs from the prescription or the package instructions.
- Sell or distribute prescription medications to others.

DOT-Mandated Drug and Alcohol Programs

In addition to this policy, employees who perform Safety-Sensitive Functions under Federal Motor Carrier Safety Administration (FMCSA) regulations, or Covered Functions under Pipeline and Hazardous Materials Safety Administration (PHMSA) regulations, are subject to drug and alcohol programs mandated by the Department of Transportation (DOT).

Drug and Alcohol Testing

PGE complies with all applicable federal and state Drug and Alcohol testing regulations, including FMCSA (49 CFR parts 40 and 382) and PHMSA (49 CFR part 199) for employees who are covered by the DOT-mandated programs. Unless otherwise specified, PGE also follows DOT testing rules for employees who are not covered by the DOT regulations, even though they are not subject to the authority of the DOT. PGE uses service providers for Drug and Alcohol testing who follow DOT testing rules for both DOT-covered and non-DOT-covered tests.

PGE will conduct Drug and Alcohol testing as described below and will pay for all testing the company requests, required under DOT or per company policy.

- **Pre-employment testing** is required for all applicants who receive a conditional offer of employment.

- **Under DOT regulations**, employees in positions requiring a commercial driver's license and/or who perform Safety-Sensitive Functions are tested in accordance with the DOT FMCSA program (49 CFR Parts 40 and 382). Employees who perform a Covered Function on a gas pipeline are tested in accordance with the DOT PHMSA program (49 CFR Parts 40, 191, 192 and 199).
- **Pre-employment drug tests are required for all prospective employees.** Urine samples are taken and analyzed at an independent medical laboratory. Positive test results are confirmed by an alternate test method. Drugs in the screening include marijuana (THC), cocaine, opiates, barbiturates, benzodiazepines, methadone, propoxyphene, amphetamines, and phencyclidine (PCP). Positive test results for over the counter and prescription medications will be reviewed for valid use and/or prescription. If valid use is verified, the test result will be considered negative.
- For prospective employees needing unescorted access to the Trojan Nuclear Plant, preplacement alcohol tests are required. Breath samples are taken and analyzed by a breath analyzer. Positive alcohol test results are confirmed by a second test after a 15-minute wait period.

Test Results and Consequences

- Positive - **Individuals with confirmed positive test results are ineligible for employment and will not be reconsidered for employment for 18 months.** Not reporting for scheduled testing or having two successive diluted specimens is considered a positive test with consequences the same as for a confirmed positive test result.
- Non-Negative/Dilute If an applicant provides a dilute specimen during a pre-employment Drug test, the applicant may retest one time; if the applicant provides another dilute specimen, it is considered a positive test, and the applicant will not be hired.

Confidentiality

Any information related to an employee's Drug or Alcohol test(s), or violation(s) of this policy, is considered confidential and will only be shared with those personnel who have a need to know to perform PGE business functions or to comply with applicable law.

TOBACCO

In response to PGE's concern about the health of its employees, PGE has a tobacco-free policy. All PGE facilities, including buildings, plants, garages, vaults, substations, parks as well as all PGE vehicles (including PGE vehicles that have been assigned to an employee), aircraft and enclosed work equipment, are designated as "nonsmoking

areas." Smoking, including nicotine delivery devices, such as e-cigarettes, is permitted only in designated smoking areas. Visitors and other individuals on PGE premises are expected to honor PGE's "nonsmoking" and nonuse of tobacco (i.e., chew) policy.

Tobacco cessation programs are available through many health plans. Please check with your health plan provider for more information.

Non-PGE Resources

[Federal Motor Carrier Safety Administration](#)

[Pipeline Hazardous Materials Safety Administration](#)

[U. S. Department of Transportation Office of Drug and Alcohol Policy and Compliance](#)

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