



**VILLAGE OF MOUNT PROSPECT
RETURN TO WORK AGREEMENT**

In consideration of the Village of Mount Prospect's willingness to continue to employ me and to extend, where possible, insurance coverage to fund counseling and rehabilitation services, I _____, agree:

(Print Name)

1. To abstain from using, possessing or trafficking in illegal drugs or engaging in any other violation of the Village's Substance Abuse Policy and Program, at any time;
2. Not to report to work under the influence or in possession of alcohol, illegal drugs, cannabis, or cannabis infused substances;
3. To devote my best efforts to an earnest and sincere effort at rehabilitation and to follow my counselor and therapist's directions and recommendations;
4. To authorize persons involved in counseling, diagnosing and treating me, to disclose to my employer, my progress and cooperation, my drug and alcohol use and any dangers they perceive in connection with my performing my job duties;
5. To cooperate in a test of my breath, blood or urine for evidence for alcohol/drug use on completion of rehabilitation; and
6. To cooperate in up to four (4) unannounced, random tests of my breath, blood or urine for evidence of alcohol/drug use in the twelve (12) months following reinstatement to my job.

I understand and agree that I may be terminated from my job without recourse if I violate or revoke any paragraphs of this Agreement or the Village's Substance Abuse Policy and Program.

I understand that this Agreement is not a guarantee of employment and that I may be terminated for lack of work, attendance or performance problems, rule violations or other reasons in the discretion of management. The only exception is as provided in a collective bargaining agreement that governs my employment and/or as otherwise provided by law.

I have read and understand this Agreement and acknowledge that I am entering into it freely and voluntarily after a reasonable opportunity to review. I also certify that I have not used any illegal drugs and that I am legally competent to execute this Agreement.

7. Other conditions as directed.

Employee's Signature

Date

Witness' Signature

Date

Village Manager's Signature

Date