

**RESOLUTION OF THE
WHITE MOUNTAIN APACHE TRIBE OF THE
FORT APACHE INDIAN RESERVATION**

- WHEREAS,** the Tribal Council of the White Mountain Apache Tribe, in Resolution No. 02-91-043 approved the implementation of the Drug and Alcohol Free Workplace Policy to promote public safety and a healthy work environment; and
- WHEREAS,** the Policy authorizes the mandatory random drug and alcohol testing of employees holding "Critical High Risk for Safety Positions"; and
- WHEREAS,** employees holding these positions are called upon to perform safety sensitive duties, requiring a high degree of trust by the Tribe and the public; and
- WHEREAS,** the drivers for the Client Business Office Patient Transportation Program, operated by the Tribal Health Authority, are responsible for transporting patients throughout the Reservation and the state, in order to receive medical treatment; and
- WHEREAS,** these drivers are often on the road for an entire day and are responsible for the well-being of the patients in their vehicles; and
- WHEREAS,** the safety of these passengers and the public would be unduly jeopardized if any Patient Transportation Program drivers were working under the influence of drugs or alcohol; and
- WHEREAS,** the Tribal Council concludes that random drug testing program would be the most effective means to safeguard against any potential illegal drug or alcohol use by Patient Transportation Program drivers; and
- WHEREAS,** the Tribal Council has reviewed a drug and alcohol testing policy proposed for the Client Business Office Patient Transportation Program which establishes pre-employment testing, random testing, post-accident testing, and testing for cause; and
- WHEREAS,** the designation of "Critical High Risk for Safety Position" for Patient Transportation Program employees would allow for mandatory random drug and alcohol testing, pursuant to the Tribal Drug and Alcohol Free Workplace Policy.

Resolution No. 08-97-230

BE IT RESOLVED by the Tribal Council of the White Mountain Apache Tribe that for the reasons stated above, it hereby designates all drivers in the Client Business Office Patient Transportation Program as holding "Critical High Risk for Safety Positions" pursuant to the Tribal Drug and Alcohol Free Workplace Policy, and that such designation shall include any employee of the Client Business Office, including management, who may be called upon to provide patient transportation for the Patient Transportation Program.

BE IT FURTHER RESOLVED by the Tribal Council of the White Mountain Apache Tribe that it authorizes the mandatory random drug and alcohol testing, as well as other drug and alcohol testing measures, proposed for the Client Business Office Patient Transportation Program.

The foregoing resolution was on August 08, 1997, duly adopted by a vote of seven for and zero against by the Tribal Council of the White Mountain Apache Tribe, pursuant to authority vested in it by the White Mountain Apache Tribal Constitution, including Article IV, Sections 1 (a), (b), (h), (i), (s), (t) and (u) of the Constitution of the Tribe, ratified by the Tribe on September 30, 1993, and approved by the Secretary of the Interior on November 12, 1993, pursuant to Section 16 of the Act of June 18, 1934 (48 Stat. 984).



Chairman of the Tribal Council



Secretary of the Tribal Council