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From: Jodi Lepley <lepleyj@co.somerset.pa.us>
Sent: Tuesday, September 29, 2020 11:04 AM
To: 'Sonya Augustine'
Subject: FW: Letter from HRD

Importance: High

From: Jodi Lepley [mailto:lepleyj@co.somerset.pa.us]
Sent: Wednesday, September 23, 2020 2:17 PM
To: 'thomasjeff@co.somerset.pa.us' <thomasjeff@co.somerset.pa.us>
Cc: Colleen Dawson <dawsonc@co.somerset.pa.us>; Gerald Walker <walkerg@co.somerset.pa.us>; Pam Tokar-Ickes <pam@co.somerset.pa.us>
Subject: Letter from HRD
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Mr. Thomas,

It has come to our attention that there has been disposal of beer cans and Miller Lite boxes in your office trash. This leads us to believe there may be consumption of alcohol in your office.

As stated in the Somerset County's Drug & Alcohol Free Workplace Policy, "The use of controlled substances and alcohol is inconsistent with the behavior expected of employees, subjects all employees, clients and visitors to our agencies to unacceptable safety risks, and undermines the County of Somerset's ability to operate effectively and efficiently. Such conduct is also prohibited during nonworking time to the extent that in the opinion of the County of Somerset, it impairs an employee's ability to perform on the job or threatens the integrity of the County of Somerset."

Somerset County can be liable for injuries caused by intoxicated employees. Additionally, while you have supervisory responsibility for these employees under Section 1620 of the County Code, the County Commissioners carry the liability insurance for them. It is important therefore that we cooperate to ensure that employees are not using alcohol at work. Please remind your employees of this and let me know if we can be of any assistance in this regard.

Regards,

Jodi Lepley
Director of Human Resources
Somerset County
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