



ELECTRICAL DRUG FREE WORKPLACE

Locals 46, 48, 73, 112, 280, 659, 932
Oregon Columbia Chapter NECA
Oregon Pacific-Cascade NECA
Inland Empire Chapter NECA
Puget Sound Chapter NECA

Agenda



Purpose of the Program
Program Overview
DOT Program
Hoffman Agreement
Marijuana Update
Questions & Feedback

Purpose

To provide a drug-free workforce to our customer base and a drug-free workplace for our contractors and their employees.





Program Overview- Confidentiality

- Ways to Inform Employees of random tests
- Informing employees of positives
- Medication Positives

Collection Site Lists are on the website
www.harrisonbenefits.org

Pre-employment



Employers may decide to require everyone to have a test every 6 months.

Remember if you do this it must be consistent with all employees.

Randoms

- 8 hours to inform employee
- Employee has 24 hours to test
- Random list ran on various days
- What if no longer working for us or on vacation?



Reasonable Suspicion

- Use the checklist and steps outlined in the Policy
- Employee must be paid wages, no \$50
- Do drug AND alcohol breathalyzer
- Don't have them drive themselves
- Employee is off the job and on payroll until you have results back



Post Accident



Employees who have caused, contributed to, or been injured in a work-related accident shall be subject to test, unless there is no reasonable possibility that drug or alcohol use was a contributing factor to an accident, injury or illness, if as a result of the accident:

- Any employee seeks off site medical attention OR
- There is any property damage, which at the time of the accident is reasonably believed to exceed \$500.

Employee must be paid wages, no \$50

Do drug AND alcohol breathalyzer

Employee can return to work prior to getting results



What if a problem with the site?



What to do with a temperature failure (anything under 90 degrees or over 100 degrees)

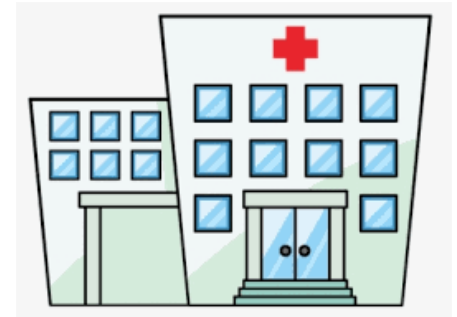


What is a refusal to test?



Refusal to test results in 2-week suspension and 1 more week for every day continue to refuse

Testing Process



What is an invalid test result?

Can a collection site identify an invalid specimen?

An invalid test results in a 2-week suspension and 1 more week for every day a valid specimen is not provided

The process, the MRO and the EAP

Testing Process



Positives

Can't fire for a positive test

Pre-employment positives

Medical Review Officer (MRO)

Employee Assistance Program (EAP)

Can't return to work without a return to work release



Out of Compliance

When is a person out of compliance?

Refuses to test

Adulterating specimen

Doesn't call MRO or EAP or
comply with Tx program



Remove employee from the job and terminate the
employee.
They can not return to work until back in compliance.

This Policy is NOT a DOT policy

A separate DOT Policy is available

Separately administered

No additional cost

We do combine the test results

Drug card has a DOT sticker on it

Member does receive the \$50



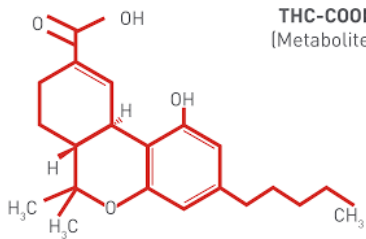


The Drug Free Workplace has an agreement with Hoffman that allows the employees to test under the this DFWP

- For pre-employment and random tests
- Card must indicate tested in the last 6 months
- Employee must test within 24hrs
- Employee must inform the collection site that they are with IBEW, not Hoffman
- If there is a sitewide random test, the employee may take a Hoffman test at the Hoffman provided test trailer or report to the nearest testing facility that is jointly recognized by Hoffman and this program (as long as within 15 miles of the jobsite).
- Employee will receive new Clean Card and \$50



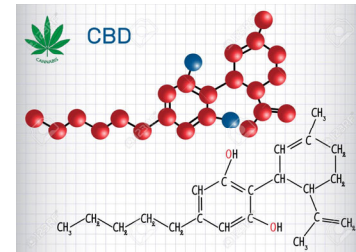
MARIJUANA



THC-COOH
[Metabolite]



CBD



Employer Portal

Have you been using the Employer Portal? If not, please contact the Trust Office and we will get your company set-up with a username and password.

On the Employer Portal, you can:

- Receive your weekly Random List;
- Check if an employee is in-compliance with the Drug Free Workplace;
- Determine when an employee was last tested.

Employer Portal Link:

<https://www.cpzclientreview.com/webapp/#/login?clientFolder=benesys>.

Clean Card & Compensation

To ensure that the employee receives their Clean Card & \$50 in a timely fashion, have the employee do the following:

- Provide the Trust Office with current mailing address
- Fill out the forms completely at the collection site
 - Provide the collection site with their legal name, not a nickname
 - Provide the collection site with a complete SSN, this is the only fool proof way that a test will be connected to the employee's account



Questions



Contact Information

800-547-4457 ext. 1684

503-224-0048 ext. 1684

PMB #116, 5331 S Macadam
Ave., Ste. 258

Portland, OR 97239

DFWP@benesys.com

www.harrisonbenefits.org