

BCBCBTU	CLRA
<p>This document has been approved for use under the Substance Abuse Testing and Treatment Program Policy which is jointly administered by the Bargaining Council of BC Building Trade Unions and Construction Labour Relations Association of BC.</p>	

FORM A



CDS Drug Testing Services of BC, Inc.

CONSTRUCTION INDUSTRY OF BRITISH COLUMBIA SUBSTANCE ABUSE TESTING AND TREATMENT PROGRAM POLICY PRE-ACCESS TEST DISPATCH NOTICE AND CLEARANCE REQUISITION

Re: Employment at _____ **(“the Job Site”)**

Client mandated pre-access drug & alcohol testing is in effect at the above-referenced job site. Workers seeking to be employed at the Job Site must be cleared through CDS Drug Testing Services of BC, Inc. (“the Administrator”) prior to being dispatched to the job site.

The employer has agreed to adopt the testing protocol set out in the Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy (“the Policy”).

This Policy, as negotiated between BCBCBTU and CLRA, is geared towards minimal intrusion into your personal life so as to strike the right balance between your privacy rights and everyone’s interest in a safe workplace. The features of the Policy include:

- **Targets Current Impairment:** You can only fail the test if you are under the influence of a substance at the time of testing.
- **Information Protection:** Testing is administered under the strictest confidentiality and your personal information will only be collected, used and disclosed in accordance with the objectives of the Policy and only to the extent necessary for the reasonable administration of the Policy.
- **Limited Disclosure:** Test results are not disclosed to your union or your employer. Rather, the Administrator will simply inform your dispatcher when you have been cleared for dispatch. If you test positive for a substance while on the job site, disclosure of this information will be limited to the designated Communicator established by your union/employer. The Communicator is designated to preserve the confidentiality of an employee’s personal information in the context of the administration of a substance test. If you test positive, you will be assisted towards the reinstatement of your substance-free status in the workplace.

Workers seeking to be cleared through the Administrator prior to being dispatched to the job site are invited to execute the Requisition & Consent below and attend for testing at one of the collection sites provided to you by your dispatcher.

Worker Requisition & Consent

I, _____, request that the Administrator clear me for dispatch to the above-referenced job site where client mandated pre-access drug & alcohol testing is in effect.

I understand that the employer has agreed to adopt the testing protocol set out in the Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy (“the Policy”). A copy of the Policy has been made available to me.

I consent to the collection, use and disclosure of my personal information, including my drug & alcohol test results, in accordance with the objectives of the Policy and only to the extent necessary for the reasonable administration of the Policy.

SIGNATURE of Worker

Worker ID Reference

Union Name & Local #

Name of Worker (Printed)

Name of Employer

Date (DD/MM/YY)

Please Fax To: 604-522-2694