

<b>BCBCBTU</b>	<b>CLRA</b>
<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 F**

# **CDS Drug Testing Services of BC, Inc.**

## **CONSTRUCTION INDUSTRY OF BRITISH COLUMBIA SUBSTANCE ABUSE TESTING AND TREATMENT PROGRAM POLICY REINSTATEMENT REQUIREMENTS**

As a result of your confirmed positive drug or alcohol test, your eligibility status is "Not Current". While your eligibility status is Not Current, you are disqualified from employment with any signatory Employer until the following conditions have been met:

**A. Completion of a Substance Abuse Assessment, Rehabilitation and/or Treatment Program**

1. You should contact your Medical Provider immediately to begin this process because:
  - a. Your failure to participate in an approved assistance program, or
  - b. Your abandonment of a treatment program prior to completion and/or being properly released may be the basis for your employer to impose progressive discipline in accordance with the legal principle of just cause.
2. You must provide written proof to CDS Drug Testing Services of BC, Inc. ("the Administrator") of your completion, or release from an approved substance abuse counseling assessment, rehabilitation or treatment program prior to taking your return-to-work drug and alcohol test. This written proof needs to be faxed to the Administrator by you or the Substance Abuse Professional at 604-522-2694.

**B. A Negative Return-to-Work Drug and Alcohol Test**

Upon the completion of your substance abuse assessment, rehabilitation or treatment program, you will be required to successfully pass a return-to-work drug and alcohol test. An initial return-to-work test will be paid for by the Medical Fund or Employee Assistance Program, if provided for by these entities. If not so provided, the cost shall be borne by the employee. The costs of the second and all subsequent return-to-work tests will be borne by the employee and must be paid for in advance by the employee to the fund. This test must be conducted at a designated collection facility approved by CDS. For further assistance, contact the Administrator at 1-877-771-5577.

**C. Probationary Status**

When you have been released from an Assessment, Rehabilitation and/or Treatment Program and have provided a negative return-to-work drug and alcohol test, your eligibility status will be returned to "Current" and you will be eligible for employment under a probationary status. While under probationary status, you will be subject to additional unannounced testing at an annualized rate of fifty (50) percent for a period of up to twenty-four (24) months.

\_\_\_\_\_  
Employee signature

\_\_\_\_\_  
Employee ID Number

\_\_\_\_\_  
Date (DD/MM/YY)

\_\_\_\_\_  
Employee PRINTED name

\_\_\_\_\_  
Name of Employer

**Please fax completed form to: 604-522-2694**