

Construction Industry of British Columbia
Substance Abuse Testing and Treatment Policy

Interpretation Bulletin

Re: Reasonable Suspicion / Post Incident Testing
Use of Instant Urine Testing

In order to facilitate a timely return to work for employees undergoing reasonable suspicion and post-incident testing, employers may perform an instant urine drug screen in addition to the laboratory oral fluid drug test.

When exercising this option, the employer must advise the employee that both instant urinalysis and oral fluid testing will be completed. The employee will provide an oral fluid sample first, which will be handled in compliance with provisions of the Program. A urine sample will then be provided for instant urinalysis.

Negative instant urinalysis results will be used to clear the employee to immediately return to work until the laboratory oral fluid test results are reported by the laboratory.

Administration of all aspects of the Program are based on results from oral fluid testing, not instant urine testing.

For example:

1. If the instant urine test is negative, the employee immediately returns to work. If the laboratory oral fluid sample is also negative, the employee remains at work.
2. If the instant urine test is negative, the employee returns to work. If the laboratory oral fluid sample is non-negative, the employee is removed from work and must discuss the result with MRO. If the test is positive, the employee remains "not current" per article 10.03 of the policy.
3. If the instant urine drug test is non-negative, the employee remains off work until results from the laboratory oral fluid test are known. If the laboratory oral fluid test is negative, the employee returns to work and will be paid for lost wages and benefits.
4. If the instant urine drug test is non-negative, the employee remains off work until results from the laboratory oral fluid test are known. If the laboratory oral fluid sample is non-negative, the employee is removed from work and must discuss the result with MRO. If the test is positive, the employee remains "not current" per article 10.03 of the policy.

At no time will the employee's instant urinalysis results be used to determine the employee's current or non-current status.