



DRUG SCREENING POLICY AND PROCEDURES

Effective July 12, 2024

The signatory parties recognize that drug abuse is an illness that creates serious problems for workers, their families, the workplace, and the community; that this illness acknowledges no boundaries of age, race, or socioeconomic status; that punishing the victim will not eradicate the problem; and that efforts must focus on treatment of the illness and restoration of the victim to a meaningful productive life.

The signatory parties recognize that a cooperative and constructive effort is needed to overcome the impact of drug abuse on safety, productivity, quality of work, and morale.

Also, the signatory parties recognize the keys to this effort will be the providing of education, assistance to the employee and encouraging the employees to receive treatment as needed.

The substance abuse program will be conducted in keeping with the established testing procedures developed by the Department of Health and Human Services Scientific (HHS) and Technical Guidelines dated April 11, 1988, and any subsequent amendments thereto. The Laboratory shall be licensed or certified by the Substance Abuse and Mental Health Services Administration (SAMHSA), the College of American Pathologists and the Department of Defense shall participate in the proficiency testing programs required by each of those respective organizations.

Therefore, in implementing the principles stated above, the parties will cooperate to accomplish a drug free environment and a safe workplace with the following policy and procedures.

ANNUAL TESTING

MOST Drug Screening Program will pay all costs for an annual drug screen (once per 12-month period unless required earlier by a contractor/owner for a job). Annual testing will be performed on a mandatory basis. Records of such tests shall be maintained by the Independent Testing Laboratory and/or the Medical Review Officer (MRO) and MOST Programs. For all participants covered by the appropriate collective bargaining agreement, all costs for collection, analysis, reporting, maintenance of records, and notifications shall be borne by MOST. Securing the drug screen test shall be the applicant's responsibility and shall be performed on his/her time and at his/her expense.

To reduce travel and inconvenience to the participants, the Certified Laboratory will prepare a list of approved collection facilities. The test will not be processed unless one of the approved collection sites is used, and the cost of the test and recollection will be the responsibility of the participant.

Participants will be notified by the MOST office when they are to renew their certification. This notice will be sent by regular mail approximately one month before certification expires. Participants will also receive an email notification from the MOST Boilermaker Delivery System, including an alert on their dashboard. It is the participant's responsibility to return the renewal form or contact the MOST office to be issued proper paperwork for testing. Participants are responsible for maintaining their current status

and eligibility to remain on the out of work list. Failure to receive notification due to postal errors or incorrect addresses does not release an individual from their responsibility to test.

PRE-EMPLOYMENT TESTING

All candidates for hire may be required to submit to a drug screen as a condition of employment. In addition to full lab testing, Quick or Instant drug testing may be utilized for pre-employment testing until a result has been reported by the lab. MOST will consider a donor's refusal to provide a specimen the same as a positive drug screen.

POST-ACCIDENT / FOR CAUSE TESTING

MOST will support a contractor/owner policy regarding "Post-Accident" and "For Cause" testing. An employee shall be subject to drug and/or alcohol testing for involvement in, or cause of an incident or an accident during contract work assignment while on contractor/owner premises, which causes or could have caused injury to the employee, or which causes or could have caused destruction or damage to contractor/owner property. An employee can also be subject to drug and/or alcohol testing based on observed behavior, which is unusual to the circumstances or the individual's normal behavior, which indicates or could indicate impairment or drug abuse.

RANDOM TESTING

Contractors may perform on-site random drug testing. Contractors will be required to notify MOST with a reasonable amount of time so technicians can be provided at the designated time and place of the testing. Each contractor will also be required to submit a list of their employees for the computer-generated random selection process by MOST. The list must include full name, social security number, and craft. In addition, MOST will also test all other craft employees of the contractor, if so desired by the contractor, at a cost per test.

Local Lodges may request that MOST perform random testing of apprentices who are attending a BNAP or MOST training class. The apprentices to be tested shall be selected through a computer-generated random selection process.

MOST will consider a donor's refusal to participate in a random drug screen the same as a positive drug screen.

Randoms conducted at the request of an Owner, Contractor, Local, or Area Apprenticeship may be monitored if it is requested with prior approval of the MOST office.

ALCOHOL TESTING

It is recommended that alcohol screening be conducted in keeping with DOT Regulations Part II, 2120 through 2127, dated February 15, 1994. MOST only recognizes Breath Alcohol Testing (BAT), with BAT Confirmations as a positive result for alcohol. Breath Alcohol Testing must be performed in conjunction with the drug testing. **MOST considers a 0% breath alcohol as normal. Any report more than .02% shall be considered above the impairment level.**

POSITIVE RESULT

In the case of a "positive" result of any MOST test, the participant:

- Shall have the right to have the original sample independently retested at their expense, by a laboratory of their choice, which must meet the qualifications of the program. If the independent retest is "negative", the donor will be reimbursed for the cost of the independent test.
- If the independent retest is "positive," the donor will be notified by the Medical Review Officer and will be required to comply with the recommendations for further evaluation or rehabilitation as directed. All expenses related to the

retesting of the original sample will be forfeited.

- Shall have the right to secure a copy of all data relating to the test procedures and results, providing the costs are paid in advance to the initial testing laboratory by the participant.
- Shall be given, with the assistance of the Medical Review Officer, support and guidance with recommendations for further evaluation or rehabilitation as seen fit.

The Medical Review Officer (MRO) shall be responsible for the following:

- Notify the tested individual of a positive result.
- Review and verify a confirmed positive test result.
- Require witness re-collection at the MRO's discretion.
- Provide the tested individual with an opportunity to discuss the reasons why their test result might be positive.
- Review the individual's medical record as provided by or at the arrangement of the tested individual as appropriate.
- Notify the employer's contact person of all test results, positive and negative, if required by the Employer's Policy and Procedures.
- In keeping with the Boilermakers' National Referral Rules, notify the local lodges' contact person of all test results, positive and negative, if required by the local or area referral rules.
- Refer individuals testing positive to the appropriate medical evaluation. The cost of the evaluation or services shall be the responsibility of the individual, reduced to the extent the Boilermaker's Health and Welfare Plan provides coverage, assuming eligibility.
- Participate in return to duty decisions as required. The MRO will email a release form to the MOST office declaring the donor fit for retesting. The donor will then be required to pay for the retest. Upon receipt of the return to duty clearance release form, the MOST office will send the donor a chain of custody form. However, the donor will not be updated until payment has been received. Per MRO request, retests may be witnessed.

The Donor's responsibilities and conduct:

- It is the donor's responsibility to update their drug free certification on an annual basis. The MOST office will notify the participants approximately thirty (30) days before expiration, but it is the participants responsibility to notify MOST of their desire to continue in the program.
- If a member relocates or has a phone number change it is his/her responsibility to notify the MOST office so that all mailings will be received by the participant in a timely manner.
- A donor is expected to act professionally and responsibly at the clinic when providing a specimen for testing. Any misbehavior will NOT be tolerated and will result in the participants record being "flagged" in the MOST system and the participant will not be allowed to retest until an apology is accepted by the clinic.
- The participant is expected to bring the chain of custody form and photo identification with him/her to the collection site to be tested. The donor will not be tested if he/she does not have photo identification and the chain of custody form.
- MOST will consider a donor's refusal to provide a specimen the same as a positive drug screen. All expenses incurred during the return to duty process will be the donor's responsibility.

EMPLOYEE VERIFICATION SYSTEM

MOST has provided a service to all Construction Local Lodges and Contractors to verify a participant's Drug Free Certification at any time, 24 hours a day, 7 days a week. This service is the Employee Verification System (EVS). All Local Lodges and Contractors contributing to the MOST Program have been given an identification number to access this system and can verify that a participant has tested "negative" by visiting www.mostprograms.com. This system is to be used to check the participant's status prior to issuing a chain of custody to an individual. If an individual comes up "NC" (not current) a follow up call needs to be made to MOST before any paperwork can be issued. If paperwork is issued to a "NC" applicant, MOST reserves the right to refuse payment for any testing administered.

MOST will administer drug/alcohol tests which are necessary for an applicant for referral to register or re-register on any referral list, operated in accordance with the Uniform Referral Standards and Joint Referral Rules, applicable to the Boilermaker Exclusive Referral System.

Drug screening and Gas Chromatography/Mass Spectrometry (GC/MS) confirmation for eleven (11) categories of drugs with the following cut-off limits:

<u>Description</u>	<u>Screening Level</u>	<u>Confirmation Level</u>
6-ACETYLMORPHINE	10.0 ng/ml	10.0 ng/ml
AMPHETAMINE / METHAMPHETAMINE	500 ng/ml	250 ng/ml
BARBITURATES	300 ng/ml	200 ng/ml
BENZODIAZEPINES	300 ng/ml	300 ng/ml
BENZOYLECGONINE-COCAINE METABOLITE	150 ng/ml	100 ng/ml
CODEINE / MORPHINE	300 ng/ml	300 ng/ml
CREATININE	20 MG/DL	20 MG/DL
HYDROCODONE / HYDROMORPHONE	300 ng/ml	100 ng/ml
MDMA / MDA	500 ng/ml	250 ng/ml
METHADONE	300 ng/ml	300 ng/ml
OXYCODONE / OXYMORPHONE	100 ng/ml	100 ng/ml
PHENCYCLIDINE	25 ng/ml	25 ng/ml
PROPOXYPHENE	300 ng/ml	300 ng/ml
TRAMADOL (ULTRAM)	300 ng/ml	300 ng/ml

The following Drug Category will be screened upon request and/or requirement for any contractor/owner drug screening.

<u>Description</u>	<u>Screening Level</u>	<u>Confirmation Level</u>
MARIJUANA METABOLITE	50 ng/ml	15 ng/ml

*Cut-off limits meet or exceed those established by the Department of Health and Human Services in their mandatory Guidelines for Federal Workplace Drug Testing Programs. Effective October 1, 2010 cutoff levels were modified in accordance with DOT guidelines, Federal Register 40 CFR part 40, and the US Dept. of Health and Human Services (HHS) Substance Abuse and Mental Health Services Administration (SAMHSA). In addition, MDMA testing was incorporated to be in accordance with those recommended guidelines.

**MOST will NOT recognize ingestion of over-the-counter hemp, CBD or codeine products, as an acceptable medical explanation for THC positive urinalysis or opiate positive urinalysis.

***MOST modified the opiates testing parameters September 27, 2006 to include all reactive testing for all synthetic opiates (ie: oxycontin, oxycodone, vicodin, hydrocodone, hydromorphone etc.)

****MOST has modified its policy and procedures effective November 29, 1993, in keeping with DOT guidelines and will consider all adulterated specimens as a positive drug screen.