

Working in the Industrial Sector in Alberta

Safety of our members is of utmost priority to Local 8 and our contractors. Impairment by drugs and / or alcohol is a safety issue, both to the worker and to all workers around him. As such, Drug & Alcohol testing is a pre-requisite for any worker being dispatched to an Industrial job site. The full text of the Canadian Model for Providing a Safe Workplace Alcohol & Drug Guidelines and Work Rule here: <http://www.coaa.ab.ca/Safety/CanadianModel.aspx>

IMPORTANT: Government –issued photo ID must be presented prior to any testing

Rapid Site Access Program (RSAP):

The RSAP Program allows registered members to be dispatched to a job without a pre-access drug & alcohol screening, if the site or contractor is registered with the RSAP Program.

The member must take an initial urinalysis at the time of registration (paid for by the program) but he is then subject to random on-the-job access testing. A computer-generated list of random registrants is compiled each month, and these workers are then subject to an oral-swab test. (Note: the random testing only applies to the workplace – members not working are not required to test) For full details see:

<http://clra.org/assets/page/files/rsap/PDF/FAQ.pdf> If you've recently completed a pre-access screening, or will be taking a job-required test, you can still register for the program. After registering online, you will be contacted by a representative and you can give them details of the pre-access test. If approved, you would not be required to complete another test to be accepted into the RSAP program

NOTE: RSAP – Active members being dispatched to a non-RSAP registered site must still undergo a pre-access test.

Pre-Access Testing:

Local 8 members being dispatched to any industrial job and not registered with the RSAP program must undergo pre-access testing for drugs and/or alcohol prior to employment. The contractor will set up an appointment for the member at the contractor's cost. The test will show presence of prohibited substances for a period of as long as 30 days (depending on size and weight). If the test is inconclusive, a second test must be done within three hours. If that test is also inconclusive, the testing company will review on a case-by-case basis. Refusal to give a second sample if requested is considered a failure.

A negative result (no prohibited substances) will allow clearance for work **however the worker is still bound by the site rules**, and may be tested on the job in cases of incidents, near-misses or if his condition at work causes suspicion of alcohol or drug use.

Members who are obviously impaired when boarding a provided flight will not be allowed to board and they will be considered to have failed the pre-access test.

Any member who fails or refuses a requested drug / alcohol test is subject to:

- Removal from the jobsite if working
- Union status becoming INACTIVE, meaning ineligible for dispatch
- A Local 8-levied fee of \$150.00
- An assessment by OHI and compliance with their recommendations prior to being eligible for dispatch. This could mean being off work for up to 3 – 4 months Failure to comply within 120 days will mean that the member must pay all costs for compliance prior to eligibility for dispatch – these costs may exceed \$1,000.00