



Construction Opportunities
Development Council Inc.

2013 Alcohol & Drug Policy and Procedure changes





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2013 Updates



- Section 7.2.5 under Pre-Access tests is updated.

7.2.5 Testing Methodology. The oral fluid test is the primary test used for pre-access drug tests. Where concerns around timeliness of testing results are raised by the Owner, urine Point of Collection tests used under Appendix L will also be made available for pre-access tests.

If the owner requires the use of urine testing exclusively, the owner will provide written notice to the CODC of such direction and this will be shared with both the CODC employers and the unions.



2013 Updates (Cont.)



- Appendix E
 - Added Haztech as a new Third Party Administrator
- Appendix F Form
 - Have made the use of Appendix F form (Employee consent to release results to unions) **MANDATORY** before worker completes a test.
 - Consequential changes made in Sections 9.3.2, 9.3.5, Appendix B & Appendix C



When Oral Fluid Tests are to be used



- The oral fluid testing methodology is to be used for the following tests pursuant to section 9.3.4
 - Incident & post-incident
 - Reasonable grounds
 - Annual compliance
 - Follow-up
- Unless the CODC is specifically notified by the owner that a urine test is required for pre-access testing, the oral fluid test is to be used.
 - An Owner may request a Urine Point of Collection (aka quick or express) test in addition to the oral fluid for rapid deployment. (7.2.5)



When Oral Fluid and Urine Tests Can Be Used Together



- In April 2012, the CODC introduced Appendix L to the policy which provided for the use of both oral fluid and urine based express tests.
- With the changes to the policy in 2013, this blended approach can be used for:
 - Incident & Post-incident
 - Reasonable Grounds
 - Pre-Access – at Owner’s request



Where the CODC Policy Differs from the COAA Policy



- Pay for Pre-Access tests
 - Section 9.4.2 provides that an employee shall be paid 2 hours of pay at the straight time (regular) rate of pay if the test is negative.
- Section 9.6 of the CODC policy provides for searches and seizure of anything that may show a breach of the policy.
- Section 7.2.3 provides for annual compliance tests following on a worker's site anniversary date.
- Post-Incident alcohol tests must be administered within 2 hours of the incident but no later than 8 hours after the incident. (Section 9.2.3)
- Post-Incident drug tests must be administered with 8 hours of the incident. (Section 9.2.3)