

FAQ's *NNY NECA/IBEW LU 910 Drug & Alcohol Policy*

1) Do I have to submit to testing? No,

participation is voluntary however if you choose to work for a drug-free employer or on a drug free job you will have to be tested and submit to random testing.

2) Are contractors required to be "Drug Free"? No,

it is up to each employer to choose. An employer can choose to be a drug-free shop or can choose to make specific jobs drug-free work sites.

3) Does everyone get tested in a drug-free shop? Yes,

any employee working for the drug-free shop who is covered under collective bargaining agreement must be tested and submit to random checks. This includes supervision and owners who work under covered employment.

4) How often would I be tested? An individual who is working for a drug-free employer or who is available through the drug free pool would be tested once initially and there after be tested randomly any number of times but at least one more time in a 24 month period. Drug and or alcohol testing will take place immediately should an individual(s) be involved in a work place accident.

5) Where is the testing done? The testing can be done at any one of several Hospital and Medical Offices across the Jurisdiction of Local 910. Also, if an employer has a group of employees to be tested the testing can be set up at the Contractor's facility.

6) What happens to me if I test positive? If **not** employed you will not be admitted to the drug-free applicant pool for a minimum of five (5) days, but may reapply for admission to the drug-free applicant pool after producing a negative test result and upon presentation of a written release to return to work signed by a licensed physician or recognized rehabilitation professional.

If employed the employee shall be suspended from employment for a minimum of five (5) days and will be required to produce a negative test result and written release.

If **any** applicant/employee tests positive, he/she will not be referred for employment with any employer, whether a drug-free employer or not, until a negative test result is produced.

7) Who will pay for the testing? The testing program will be funded through the LMCC. However, should an individual test positive and request to be retested the retest shall be at the individual's own expense. If after retesting it is determined to be a false positive the individual would be reimbursed for the testing cost. For individuals who seek rehabilitation, costs will in most cases be covered by the local 910 health insurance.

8) Who will have information on my test results? Dennis Affinati and John O'Driscoll and if you are employed each employer will have 2 designated representatives.

9) Can I beat this test by excessive fluid consumption? No, Individuals submitting "dilute samples" which test negative shall be subject to immediate retesting at their own expense. If the re-test is done within one (1) business day of notification and the sample is not dilute, and produces a negative result, the employee/applicant shall be reimbursed for the expense (with proper receipt). If the re-test is dilute, it shall create a presumption that the employee has violated the policy and will be treated in the same manner as a positive test result and no reimbursement shall occur.

10) Who will know which list I am on? Only the two union designees will have access to that information.

11) Could prescription medications cause a positive test result? Yes, Individuals will have the opportunity to list any prescribed medications at time of testing. Additionally the Medical Resource Officer must contact the individual and conduct an interview to determine if there is an alternative medical explanation for a positive test result, including a review of the individual's medical history.

12) What if I am working out of town when I am chosen for a random test? The test will not be required and the individuals name will be put back in the pool for future random selection.

13) How will I know if a job or contractor is drug free? All calls on the recorder will state if they are a drug free call and if the contractor is a drug free employer.

14) Will a positive test result follow me throughout my career? No, If an individual who has previously tested positive for drugs or alcohol, complies with the provisions of this policy and produces no positive test results for a twenty-four (24) month period, all documentation and references to the positive test shall be removed from the member's personnel file and his or her record cleared.

15) Will my Name and Social Security Number be used by the third party administrator? No, membership card numbers will be used to identify individuals by the administrator. For example, when a group is chosen for random testing the Administrator will provide membership numbers to the union designees and they will contact the individuals. When the individual is employed the union will contact the employer's designated contact who in turn informs the employee of the required test.

16) Will the Business Manager be tested? Yes, It is the policy of the Business Manager that all union officials adhere to the testing in the Drug and Alcohol Policy.

