

The Construction Industry Substance Abuse Program – Enhancing Project Risk Management

October 2004

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Program Overview

CISAP is a substance abuse program funded by contractors and jointly administered by labor and management.

Key advantages include random testing, significant on-site testing, and a DOT subprogram.

CISAP is being recognized by pre-project testing programs throughout the area.

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Completed Actions

- Completed initial testing and issued over 2,500 CISAP Cards
- Formed legal framework of agreements and trust indentures
- Established administration:
 - Fund: TIC, Inc.
 - Program: CorporateCare (Shawnee Mission Medical Center)
- Formed specimen collection network (including work comp clinics)

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Completed Actions (con't)

- Started random, pre-employment and for-cause testing
- Gained acceptance by insurance community (esp. recognition under pre-project testing for insurance programs)
- Established DOT-Compliant Subprogram
- Began adding more locals

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History

- Union contractors in the basic trades had only pre-hire and “for cause” ability to do drug and alcohol testing
- Ability to randomly test for drugs, in the making since the mid-1990s
- Laborers’ negotiations during the Winter of 2002-2003
- 5 other locals agreed to participate as part of 2003 Collective Bargaining settlements

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Who

- Founding Union Locals:
 - Laborers’ 264 & 1290 in KC and 676 in Springfield
 - Operating Engineers 101 in KC
 - Bricklayers 15 in KC & Springfield
 - Commercial Teamsters 541 in KC
 - Cement Masons 518 in Springfield
- Additional Locals Being Added:
 - Joplin Laborers #319
 - Springfield IBEW #453
 - Central MO Iron Workers #396

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Who

- **Centralized Administration: Joint Labor-Management Trust Board (Taft-Hartley)**
 - **Management Trustees Include:**
 - John Bullard, SDS/DeWitt (Springfield)
 - Jim Delaney, Turner Construction
 - Don Greenwell, The Builders' Association
 - Jim Miller, J.E. Dunn
 - Rory O'Connor, Walton Construction
- **All contractors signatory to the Bargaining Agreements**

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Objectives

- **Manage Risk**
 - Improve safety
- **Save Costs**
 - Personal injury
 - Property damage
 - Lost time / productivity
- **Improve Work Quality**
- **Achieve Addiction Recovery**

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Bases to Test

- Initial Testing
 - ✓ 100% of employees
 - ✓ Drug Cards
- Pre-Employment
- Post-Accident
- Reasonable Suspicion
- Random
 - ✓ 50% / yr

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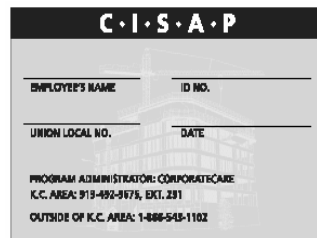
Testing

- **Drugs**
 - Performed for pre-employment, for-cause, and random tests
 - 5 panel (amphetamines, cocaine, marijuana, opiates, PCP)
 - Urine
 - Random testing done substantially on job site
- **Alcohol**
 - Performed only when testing for-cause or DOT Subprogram
 - BAC at DOT standard
 - Breathalyzer

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CISAP Card

- Employees in compliance with program are issued a card
- Employee's possession of card managed by Program Administrator
- Database maintained for telephonic confirmation of compliance status by employers and unions



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Effect of Positive Test

- Employment
 - No “work release” until test negative (this testing is at employee's expense)
 - With respect to “for cause” testing, employee can be terminated for any positive
 - For randoms, “one bite rule” applies:
 - 24-month “Watch Block”
 - 1 positive test during block, can result in termination

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Effect of Positive Test (con't)

- CISAP Card Management
 - 1st Positive test
 - No suspension
 - 1st Positive during Watch Block (meaning 2 within 2 yrs.)
 - 90-Day Suspension of Card (ineligible to take test)
 - 2nd Positive during Watch Block (meaning 3 within 2 yrs.)
 - Revocation of Card

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Treatment

- Not mandated, but encouraged
- Employee's desire for recovery
- Employee's expense (as may be defrayed by Health plans / EAP)
- Special rule for DOT Program: SAP Referral

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Funding

- Employer funded
- Start-up funding 2004: \$.09/hour worked

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Dispute Resolution

- Arbitration under respective Bargaining Agreements
- Judicial review as for other arbitrations

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Construction Substance Abuse Program

Manage Risk

Save Cost

Improve Work Quality

Achieve Addiction Recovery

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