

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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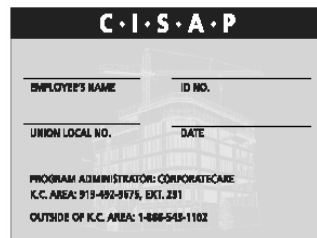
Testing

- **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



The image shows a CISAP Card with a black header containing the text "C · I · S · A · P". Below the header, there are four fields: "EMPLOYEE'S NAME" and "ID NO." on the top row, and "UNION LOCAL NO." and "DATE" on the bottom row. At the bottom of the card, there is contact information for the Program Administrator: "PROGRAM ADMINISTRATOR: CORPORATE CARE", "K.C. AREA: 913-892-9876, EXT. 291", and "OUTSIDE OF K.C. AREA: 1-888-543-1102".

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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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