

I.M.P.A.C.T

Ironworker-Management Progressive Action
Cooperative Trust

Substance Abuse Program

Your local union has become a part of the Ironworker-Management Progressive Action Cooperative Trust (IMPACT) National Substance Abuse Program. This program will offer you:

- * Increased Work Opportunities
- * A Safer Work Environment
- * Elimination of Repetitive Testing

Your Responsibilities

To participate in the program, you are responsible to first have an initial test. Contact your Third Party Administrator (TPA) for a registration packet with test instructions and list of approved testing sites. You may also attend a scheduled group testing at your local union hall.

Program Requirements

* Mandatory Participation

Contractors and Owners may require an employee to have a valid program test before they are hired.

* Eligibility

A negative program test is valid for a period of one year. All valid tests are included in an eligibility pool that is accessible via the Internet, promoting Ironworkers nationwide.

* Test Panel

A 10-panel urine or saliva drug screen is conducted by a SAMHSA certified laboratory. Alcohol screening is included for post accident and for cause testing and may also be included in random testing.

Types of Testing

Initial Testing

To participate in the program, members must first submit a negative program test.

Annual Testing

To continue your participation in the program, you must be tested at least once a year. The IMPACT Program Coordinator will contact you by mail with detailed annual renewal instructions.

Random Testing

Participants of the program are subject to random testing. The program will test 25% of the total program participants per year. If you do not report for a random test, you are no longer eligible.

Post Accident Testing

You may be subject to a test after the result of, or involvement in, an accident or injury to a person or property.

For Cause Testing

You may be subject to drug and alcohol testing for excessive absenteeism or tardiness, slurred speech, alcohol smell, or erratic behavior, such as noticeable imbalance, incoherence and/or disorientation.

Random Selection Process

Twenty five percent (25%) of all participants are selected for random testing. You may be selected through any of the program's three methods.

Participant Pool: Computer generated selection from the total program pool

Job Site Pool: Contractors request testing on jobs with a duration of 2 weeks or more

Owner Request: An owner may request that Ironworkers on a project be tested

Test Results

Negative

If you test negative, you will qualify to participate in the program. You will receive an IMPACT "Drug-Free" sticker by mail confirming your "eligible" status.

Positive

If you test positive, the Medical Review Officer (MRO) will call you to discuss the results.

The MRO conducts an interview and confirms the test result. If your test is confirmed as positive, you are no longer an active program participant and you are removed from the eligibility pool. You cannot re-enter the eligibility pool until you complete the rehabilitation process.

Rehabilitation Steps

If you test positive or do not show for a random test, you must complete the following steps to be reinstated in the program:

Step #1 Health and Welfare Referral

You must contact the Health and Welfare Fund. You will be directed to an Employee Assistance Program (EAP).

Step #2 Evaluation by Substance Counselor

You must complete a substance abuse evaluation.

Step #3 Rehabilitation Program

You must complete the recommended rehabilitation program.

Step #4 Return-to-Duty

You must submit a negative Return-to-Duty drug test.

Before re-entering the program you must also complete the IMPACT program suspension period:

1st Violation: 30 day suspension

2nd Violation: 90 day suspension

3rd Violation: 1 year minimum suspension