

Striving to be Drug Free
for a Safe Industry



Spring/Summer 2020
NEWSLETTER

Building & Construction Resource Center, Inc.

In this issue...

- Cover:** • Card Managers
• DOT Reminders
- PG. 2:** • Q&A
- PG. 3:** • Q&A continued
- PG. 4:** • Can you take CBD
& Pass a drug test?
• Sleep Apnea
- PG. 5:** • Perspectives
- Back:** • Closure Dates

CARD MANAGERS

Responsible for running BCRC numbers of the Companies current employees. Running BCRC numbers allows you to ensure that the men or women that are working on your job site are in compliance with BCRC and maintain a clear drug status. If your companies Card Manager is not checking BCRC card numbers, you run the risk of working members who may be a danger to the safety of your job site. To obtain a BCRC number of a member, simply ask the member for their card (or number), or fill out the permission form to obtain it from BCRC. If a member comes back CL (clear), you are good to go! If a member comes back N/A (not available), please instruct them to call BCRC. An N/A status can mean many things that you as an employer will not know. Do not send an N/A member to test, this will not clear their status.

Members can check their own card status :

- Go to www.bcrcnet.com
- Click on "Member Utilities"
- Register and create log-in
- You can then check the status of your own BCRC card number.



Any member who takes an unauthorized test for BCRC will be invoiced \$75.00 for that test.

If your status is NA, you **MUST** call BCRC before taking ANY type of test. Taking an unauthorized test will not clear your status & your status will remain "NA" until payment is received!

REMINDER: DOT DRIVERS

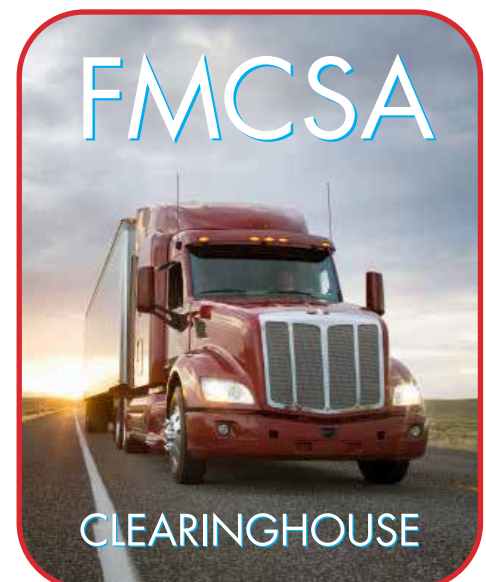
If you are a DOT employee/employer, PLEASE remember to register for the Clearinghouse! If you are not registered, you may have delays in getting new work. The Clearinghouse is a way for the FMCSA to keep track of violations and keep our roads safe. You can register for this Clearinghouse at <https://clearinghouse.fmcsa.dot.gov/>.



U.S. Department
of Transportation
Federal Motor Carrier Safety Administration

ALSO, DOT EMPLOYERS:

If you are a DOT Employer and you are sending a driver for a random DOT drug test, PLEASE REMEMBER to give this driver your Federal Custody and Control form BEFORE sending this driver. Collection sites DO NOT have these forms. BCRC does not carry these forms either. These forms are specific to your company and are needed to obtain the drug results of your employee.



Q&A for Employers



Q: Does a union member (employee) have to be part of the BCRC program?

A: If a union member is a member of one of the signatory trades participating in the Program, he/she is required to participate in the BCRC program.

Q: How does the drug testing work?

A: The employee will be required to take an initial urine drug screen (UDS) test when enrolled into the BCRC program. The UDS test cannot be taken until the employee is issued a BCRC identification number. The member will be required to report to a BCRC approved collection site, present his/her BCRC I.D. card, a photo ID and provide a specimen. UDS test results are normally available for status verification (prior to employment) by the employer, within one (1) to five (5) days. Once the member has been enrolled into the BCRC program and taken an initial UDS test, he/she will then be put into the random pool for selection no less than once every two years and no more than twice in a twelve (12) month period. The monthly random pool will consist of 5% of members from each trade participating in the program. All employees must report for their random test, on their own time, within seven (7) days of the random notice date and will be paid a stipend check for taking the test on time. If the employee fails to report within seven (7) days for their random test their BCRC card status will become "Not Available". In addition, those employees who fail to report for a test within the seven (7) day period must personally contact the BCRC office for instructions regarding reinstatement of their "Clear" BCRC card status. (Note: D.O.T., Non-Bargaining and Pipe Fitter's Local 597 do not receive a stipend check from BCRC.)

Q: Who pays for the drug testing?

A: The rate for hourly contributions sent monthly to BCRC Trust by the employer is the funding for the BCRC drug testing program. No employee or employer should pay a clinic for a drug test. If a bill is sent to your company or employee by mistake from the collection site, you should contact the BCRC office. The only exception to this rule is if a test result is disputed by an employee. The employee will then pay for the re-testing of the specimen. However, this is not a common occurrence.

For more information on the monthly contributions to the trust, please contact BCRC Admin., Inc. at 219-764-9500.

Q: Why do I need to verify cards on a regular basis?

A: The program will only be successful if contractors check the status of employees on a weekly basis. If contractors want to provide a substance abuse free workplace for their employees, and prevent accidents with large legal and insurance liabilities for their companies, they must check cards on a weekly basis. Major insurance companies are aware of the BCRC program, and now realize that contractors have the ability to prevent accidents and injuries due to substance abuse problems. The BCRC Trust also has the authority, through the Collective Bargaining Agreements, to audit individual companies for funds. The cards also need to be checked at least once a week because of the monthly random notifications. The employees will only have seven (7) days after the notice to report for a test. If after seven (7) days, the employee does not take the test his status will change to "N/A" in the system. In addition, the members can be pulled for a random twice in a twelve (12) month period which will increase the chances of a status change.

Q: When should I verify the validity of the BCRC cards?

A: It is recommended that you verify employee status at a minimum of once a month. Statuses may be checked more frequently if the employer desires and with the ease of the e-mail system, it can be done in a few minutes.

Q: What does the contractor need to do with a "Not Available" status?

A: Once the contractor receives a "not available or N/A" status on an employee, the Contractor will need to have the employee contact the BCRC office so they can find out what is required to clear their status. DO NOT SEND THE MEMBER FOR A TEST, it may not be required. If the employee's status is N/A for failure to report for his/her random in 7 days, the employee will be offered a "First Occurrence" and allowed to test immediately. Once the "First Occurrence" clause has been utilized, the employee



Employers

who fails to report for a random on time will need to report to the Employees Assistance Program (EAP) for review and release before testing to clear “N/A” status. If the “Not Available” Status resulted from a positive test:

- First, the employee is contacted by the Medical Review Officer (MRO) that tested his/her specimen.
- Second, the Employee must complete an evaluation by the EAP and follow the prescribed treatment plan and obtain written permission from the EAP verifying fitness for duty to return back to work and retest to get a “clear” result. A written release from the EAP verifying fitness for duty and requesting a return to duty test will be sent to the BCRC Office when the employee is in compliance. When the employee produces a negative return to duty test, his/her BCRC card status will be returned to “Clear”.

Q: How do I know what sign to look for that an employee is under the influence?

A: In order to make a determination of probable cause, the supervisor (not to be confused with the card manager), must have completed training on the effects of alcohol and controlled substance usage. Supervisory Training is available through the BCRC. Such training shall cover the physical, behavioral, speech and performance indicators of probable alcohol misuse and the use of controlled substances will be conducted by a qualified instructor.

Q: What if I suspect an employee is under the influence and no accident has taken place?

A: To determine if an employee should be drug tested under probable cause the employer or supervisor must make contemporaneous observations about the employees’ appearance, behavior, speech, and/or body odors of an employee. All observations and occurrences must be documented and given to the employee. Please call the BCRC office to find out when the next Supervisory Training is scheduled.

Q: What if the employee refuses to take a test under probable cause or a post accident?

A: Refusal to take the test or to sign the necessary forms for testing could result in the employee being disciplined up to and including discharge by the BCRC Trust Affiliated Employer.



Q&A for Employees

Q: Why didn’t I receive my stipend check from BCRC?

A: Did you take a random test within the seven (7) day time frame? Did you move? Explanation: Stipend checks are issued to members that take a RANDOM Test ONLY within seven (7) days. Initial tests do not receive stipend checks nor does pre-hire, follow-up testing or post accident tests.

Q: I haven’t been getting my newsletters or correspondence from BCRC why?

A: Did you move? Did you let BCRC know? Please call the BCRC office with any changes on a members file at (219) 764-9500.

Q: Where can I get some professional help?

A: Call the EAP program (Perspectives) at 800-456-6327. They are available seven (7) days a week, 24 hours a day.

Q: Do I have access to my Employees Assistance Program for anything other than positive drug tests?

A: Yes, your EAP, Perspectives, is an employee assistance program designed to help you and your family stay healthy. Perspectives is a confidential counseling service that focuses on solving personal problems that may affect your work and/or your personal life. Some of the more common reasons for seeking EAP services are, but not limited to, depression, family and marital problems, stress management and drug and alcohol abuse. Call Perspectives, toll free at 800-456-6327, 24 hours a day/7 days a week, if you are facing any type of emotional or psychological issue. Your immediate family is also covered under this program.



CAN YOU TAKE CBD & PASS A DRUG TEST?

So how can you fail a drug test after taking CBD? The urine test most commonly used doesn't even look for CBD but instead a compound created by the body when it metabolizes THC, says Barry Sample, senior director of science and technology at Quest Diagnostics, the largest administrator of drug tests in the U.S. *"There isn't going to be a laboratory analytical false positive confusing CBD with a THC metabolite."*

But Sample says that CBD products could have more THC than the label claims. CBD products from hemp sold in retail stores and online aren't supposed contain more than 0.3 percent THC, or tetrahydrocannabinol, the compound in marijuana that can get you high.

It's also possible that over time, the small amounts of THC allowed in CBD products could build up in the body to detectable levels.



Mislabeled Products

CBD products often have more THC than claimed, research suggests. For example, a 2017 study in JAMA found that 18 of 84 CBD products, all purchased online, had THC levels possibly high enough to cause intoxication or impairment. Mislabeled CBD products are a growing problem for American workers, Sample believes. *"It's buyer beware,"* he says. *"There's not always truth in labeling on the products."* And he believes those high levels could be due in part to how THC levels are measured in hemp plants. While those plants are supposed to contain no more than 0.3 percent THC, that's based on the dry weight of the plant. *"But dry weight doesn't necessarily equate to what's in the finished product,"* Sample says.

Read the full article here: www.consumerreports.org/cbdcan-you-take-cbd-and-pass-a-drug-test/



Approximately 20 million Americans suffer from sleep apnea, and many of them don't even know it! Sleep apnea is a condition when a person's breathing stops for short periods of time while sleeping. The most common type of sleep apnea is obstructive sleep apnea. Those who have obstructive sleep apnea stop breathing because the airway is blocked partially or completely. Usually the airway is blocked by the throat muscles, which relax and move back during sleep, covering the airway. There are two other types of sleep apnea: central sleep apnea and mixed sleep apnea. Central sleep apnea happens when the brain's signals to breathe are momentarily stopped. This can happen as a result of certain conditions or medications. Mixed sleep apnea is a combination of central sleep apnea and obstructive sleep apnea. Usually a sleep study in a clinic is the method for diagnosing all types of sleep. Sleep apnea should be treated to avoid potentially serious consequences. The causes of obstructive sleep apnea include: Being overweight or obese, A history of smoking, Having enlarged tonsils, Aging Symptoms of obstructive sleep apnea may include: Loud snoring, Excessive fatigue (even after a *"good night's sleep"*), Irritability or anxiety, Breaks in breathing followed by gasps or a loud snore, Difficulty concentrating during the day, Headaches, especially in the morning.

Treatment of sleep apnea usually includes a continuous positive airway pressure (CPAP) machine, used during sleep. The CPAP machine blows air through your airway to stop the throat muscles from blocking the airway. This is a pressurized machine that may need adjusting until you find the amount of pressure that works best for you. Sleep apnea can cause chronic drowsiness, raise the risk of depression, and make it difficult to concentrate. It also raises your risk for heart disease, type 2 diabetes, and some cancers. While snoring is often seen as an annoyance, it can be a symptom of something more serious. Make an appointment with a doctor if you or someone you know regularly snores loudly and seems to stop breathing for even a brief moment while sleeping.



HELP FOR YOU AND YOUR FAMILY DURING COVID-19

Perspectives Employee Assistance Program (EAP) recognizes that the outbreak of COVID-19 has changed every aspect of our lives. This can be stressful creating worry and concern for the welfare of ourselves and everyone we love. As social distancing becomes the norm, everyone of us is challenged to make adjustments that affect our physical, mental and financial well-being.

Our counselors are available 24/7 to assist over the phone or to set up a telehealth appointment where help is available from the safety of your own home through your phone and/or computer.

**We are here to help, as we are every day --
no problem too big or too small.**

**Login to your EAP Online Portal
to access resources 24/7**
USERNAME: ABC123
PASSWORD: perspectives

EXAMPLES OF HOW THE MAP CAN HELP:

Overwhelmed by all the changes that need to be made in your daily routine?

"I called the EAP and they talked to me until I was calm and had some ideas. I felt more relaxed"

Feelings of worry about losing income and how the family will manage?

"I went online and there were articles and information that helped me look at my finances and face potential job loss. I felt like I could make a plan and budget. I know I can call too, just to talk."

Family conflict and challenges since everyone is at home?

"My teenage daughter video chatted with a EAP counselor and has another appointment next week. Less tension now."

Finding local resources for an elderly family member?

"My mom lives in another state and I called the EAP for some resources to help with daily living as the current situation causes stress. They found some resources and some home care that can help my mom and check on her when we are not closer."



6050 Southport Road, Suite B
Portage, IN 46368



COMPLETE BCRC INFO

Including Collection Site

Locations & Hours

On the web at :

www.BCRCNET.com

Spring/Summer 2020



Perspectives

Your EAP are available 24/7 at
800-456-6327 or www.perspectivesltd.com

Striving to be Drug Free
for a Safe Industry



Building & Construction Resource Center

Phone: 219-764-9500

Toll Free: 877-988-5400

6050 Southport Road, Suite B

Portage, IN 46368

Email: info@bcrnet.com

Hours: Monday-Friday 7:00 a.m. till 4:30 p.m.

LEAVING TOWN?!

If you are leaving town for vacation, work, or any other reason, give BCRC a call and put yourself on a vacation status so you do not get pulled for randoms while you are out of the area!

ALREADY LEFT?!

If you get pulled for a random and you are out of town, call BCRC and we can set you up to test wherever you are at!

The BCRC office will be closed on the following days in observance of the holidays!



Monday, MAY 25th, 2020: **MEMORIAL DAY**

Friday, JULY 3rd, 2020: **INDEPENDENCE DAY**

Monday, SEPTEMBER 7th, 2020: **LABOR DAY**