

Striving to be Drug Free
for a Safe Industry



Spring/Summer 2022
NEWSLETTER

Building & Construction Resource Center, Inc.

Happy Summer to Everyone,

June 14, 2022

This correspondence is intended to provide a brief overview of new BCRC Policy changes, why the BCRC Board made those changes along with the services provided to all Members of the BCRC Drug & Alcohol Program.

BCRC was created with the intent to provide services to all Members/Participants while giving members of the **Northwest Indiana Business Round Table (NWIBRT)** such as ArcelorMittal R&D, BP Whiting, Cleveland-Cliffs Inc., Franciscan Health, NIPSCO, SunCoke, US Steel and signatory Employers and Local Unions the ability through the Employer Portal to verify an employee's BCRC status with the strictest confidentiality and limiting the information to the Member's availability only. The value of the services provided by BCRC to Participants and Employers is recognized by many Owners in Northwest Indiana resulting in BCRC becoming their preferred provider (in some cases their only provider) for drug and alcohol screening and are further recognized by NWIBRT as they continue *"initiating the revised BCRC Substance Abuse Policy and play an ongoing role in seeking and identifying further improvements to its guidelines."*



By becoming a part of a Program with these distinctions, many Employers realize a huge advantage with job-site compliance and insurance related concerns while still providing for the well-being of their Employees and the industry. Our program meets or exceeds requirements in municipal bid specifications. This allows our Participants portability of employment and saves our Contractors the expense of developing a substance program of their own. Unlike many other programs, the BCRC provides for and absorbs the cost of an **Employee Assistance Program** that can offer our Participants and their families access to numerous lines of advice and counseling, from simple financial education to some legal advice to grief counseling and more. Almost anything the EAP can do to help our Participants stay focused at work and avoid accidents or injury is offered through the BCRC. Everyone goes to work with the hope of returning home safely to their loved ones, which is the sole purpose of the BCRC program.

"STRIVING TO BE DRUG FREE FOR A SAFE INDUSTRY" is not just a slogan, it is our mission.

The BCRC Board of Directors is, by design and through the by-laws, comprised of 15 Contractor representatives and 15 Union representatives. The Board works diligently together to make the BCRC program relevant in meeting the needs of the industry and our members to keep our industry safe, while protecting our jobs and privacy. Recently, the BCRC Board of Directors, with equal representation and by unanimous decision, proactively and competently passed Policy changes to enhance the Program and keep BCRC as the standard for substance abuse testing in the construction industry.

These enhancements to the Program are a result of multiple requests from Owners, and some Contractors, wanting our Members/Participants to have been tested within the last 12 months. In order to maintain continuity and centralized testing, the Board began investigating the option. The Board determined that restructuring the BCRC Program to accommodate these new testing requirements would be the best way to ensure that our Unions and our Contractors would set the Policy thereby protecting the confidentiality of the results and the integrity of the testing process from start to finish.

The Policy change will go from a rolling twenty-four-month testing window to a rolling twelve-month testing window. The BCRC Policy will now read, in-part, *"No Employee will be required to submit to a random test more than twice (2) in a twelve (12) month rolling period, unless chosen for an On-Site Random test. An Employee can be selected for an On-Site Random test every calendar month. All Employees will be selected for random testing at least once **in a rolling twelve (12) month period.**"*

This change has reset the BCRC Program dates as of May 1st, 2022. Going forward the rolling 12 months started with those members who got selected in the May 2022 random.

In response to the many questions regarding the May and June random selections, I will attempt to translate the explanation our software programmers have offered.

BCRC will increase the number of randoms within the following four to five months to get every member of BCRC into compliance of having been tested at least once within the last 12 months. The new policy change took effect starting with May's random selections basically resetting members to the 12-month cycle. Due to the change implementation and the time constraints we are expecting to become compliant, the date tabs utilized to create each random selection for the May, June, July, and August random selections will create overlaps and will result in some Participants being selected in **back-to-back randoms or being selected 3 times in the last rolling twelve months**. This is unavoidable and has resulted in BCRC Staff (including myself) being selected in back-to-back months.

XSYS is making every effort to avoid duplicating tests, however with our normal random and our normal renewals, the rollover of the date tabs is cumbersome and difficult to track given the number of participants (nearly 14,000). It is also cost prohibitive to test more Participants than absolutely necessary to accurately and effectively enact the Policy change.

In short, the Board of Directors and the BCRC Staff realize that addressing the concerns of the industry in a proactive manner will allow us to control the future of the Program and protect the vested interests of our Participants, our Unions, and our Contractors.

Please rest assured we are making every effort to keep this transition manageable.

The Staff at BCRC is knowledgeable, professional, and courteous and, as always, more than willing to provide assistance in answering any questions you may have, so feel free to contact us with any comments or concerns.

Thank you for your understanding and continued support of the BCRC Program.



Tish Roach
Executive Director
BCRC Administrator Inc.

Marijuana Use May Cause Cognitive Impairment Even When Not Still High

By Linda Carroll, NBC News



Scott Isbell had been smoking weed since he was 17. By the time he turned 19, he was having difficulty setting goals and meeting deadlines at college. His grades had dropped from A's to B's and he was losing friends. Still, none of it seemed important enough to give up marijuana - until he started theater class. *"The class involved acting and memorizing things and I couldn't remember anything,"* said Isbell, now 27, and a communications expert and TV producer living in Concord, Massachusetts. *"It was embarrassing. I felt like I was always playing catch up. My brain was stalled."*

Isbell sought help from the adolescent addiction program at Boston Children's Hospital where doctors and therapists helped him cut back his cannabis use. A recent analysis of previous research on the impact of cannabis on young's people's cognition found that many of the known learning and memory difficulties - such as slowed processing speed, and difficulties in focusing - could linger for weeks. Verbal learning, retention and recall were especially affected for longer periods when the person was no longer high, researchers from the University of Montreal found.

Marijuana taps into existing brain systems that use endocannabinoids, cannabis-like substances that occur naturally in the body, said Dr. Sharon Levy, director of the Adolescent Substance Use and Addiction Program at Boston Children's Hospital and an associate professor of pediatrics at Harvard Medical School. *"When you consume cannabis, you're really flooding the system with the psychoactive plant chemical THC (tetrahydrocannabinol), which in the short term is really great at hijacking the brain's reward system."* But it's not just the immediate cognitive problems that have some scientists worried. There's also a suggestion that cannabis use in teen and young adult years may have lasting residual effects. Numerous studies suggest that young people who use cannabis have worse outcomes in a variety of life domains, such as academic and job performance, Levy said. The findings of those studies have been controversial, however, because it's not possible to know whether the cannabis caused the bad outcomes or people destined to have bad outcomes were drawn to cannabis. *"The problem here is that you can't do a randomized, controlled trial of 100 kids where 50 are told to smoke cannabis and 50 are told not to,"* Levy said. While some research indicates that states that have legalized recreational marijuana use don't have higher rates of teen consumption, about 22 percent of U.S. high school students reported using cannabis in the past 30 days, according to the most recent data from the Centers for Disease Control and Prevention.

In adolescence the brain is especially vulnerable, said Staci Gruber, director of the Cognitive and Clinical Neuroimaging Core and the Marijuana Investigations for Neuroscientific Discovery (MIND) at McLean Hospital. *"Almost anything can change the trajectory of brain development,"* added Gruber, who is also an associate professor of psychiatry at Harvard Medical School. *"If you can protect your brain from everything, not just cannabis, it's best for the brain. What parents should be saying is not 'just say no' but rather 'just not yet.'"* Not everyone is convinced that cannabis causes bad outcomes, said Dr. Igor Grant, distinguished professor in the department of psychiatry and director of the Center for Medicinal Cannabis Research at the University of California, San Diego. *"It's the whole chicken-and-egg question,"* Grant said. *"When you look at twin studies, you don't find any difference between the twin who started using and the one who didn't. So, I'm not persuaded that (there are cognitive deficits like) long-term memory loss."*

Regardless, there are reasons to be concerned about its short-term impact on teens and young adults, said Dr. Nora Volkow, director of the National Institute on Drug Abuse. *"If you look at the effects of the drug on teenagers, you need to consider, for example, what happens when a teen uses cannabis and then fails a test,"* Volkow said. *"If the teen gets exposed to many failures, they may lose self-esteem. And so the consequences can go beyond the use of the drug in the moment."*

Carroll, L. (2022). Marijuana use may cause cognitive impairment even when not still high. NBC News.

<https://www.nbcnews.com/health/health-news/marijuana-use-may-cause-cognitive-impairment-even-no-longer-high-rcna13542>



Your Best Driver Failed a DOT Drug Test, Now What?

For many employers it can be a stressful and confusing time when an employee tests positive on a DOT drug test or alcohol test. Does the employer now have to “DO” anything? Must the employee be fired? How long will the driver be out? Can the driver be re-hired? The key is to precisely follow the DOT regulations in order to handle the situation correctly and maintain regulatory compliance.

Once an employer has received a verified positive drug test result, the employer must immediately remove the employee from DOT safety sensitive duties. The employer should not wait for a written report from the Medical Review Officer or the results of a split specimen test. A verified positive DOT drug test is a direct violation of the federal drug and alcohol testing regulations.

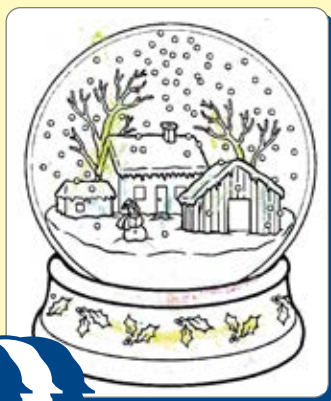
Employers who are required to comply with DOT regulations must provide an individual who failed a DOT drug test at pre-employment (including an applicant or new employee), random, reasonable suspicion or post-accident test with information about qualified DOT Substance Abuse Professionals (SAPs). Employers are not required to pay for the employee's evaluation or treatment; however, they must provide a list of locally available qualified DOT SAPs, including name, address, and phone number. Employers may provide the list of DOT SAP referrals through a Third Party Administrator (TPA) or other service agents such as BCRC (Building & Construction Resource Center, Inc.).

For an employee to be eligible to perform safety sensitive duties, the employee in violation must successfully complete the DOT Return to Duty Process (RTD). This process involves being evaluated by a qualified DOT SAP, completing treatment and/or education as recommended by the SAP, and a follow-up evaluation by the SAP. The time it takes to complete the DOT SAP process varies and depends upon the level of treatment and education recommended for the employee, as well as the employee's dedication to the process. The SAP is not an advocate for the employee or the employer. Rather the SAPs function is to protect the public's interest in safety. It is important to note that only a qualified DOT SAP may provide the required evaluation, recommendations and determination of successful compliance required to become eligible for consideration for return to duty by an employer. To act as a qualified DOT SAP, the SAP is required by federal regulations to have specialized training, maintain specific professional credentials, and undergo continuing education. They are also required to adhere to specific rules and regulations regarding facilities in which they recommend for treatment and education. Once the employer has been notified by the qualified DOT SAP in writing that an employee has successfully completed the recommendations, the employer may choose to return the employee to safety sensitive duty pending a negative observed return to duty test. The employer must also ensure that the employee is in follow-up testing as recommended by the SAP. In addition, the employer must also ensure the date of the RTD DOT drug test is entered into the FMCSA Clearinghouse along with the first date for the follow-up testing schedule and the last date once the process is successfully completed.

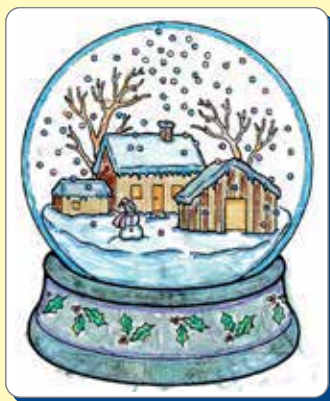
★ ★ ★ FALL 2021 COLORING CONTEST WINNERS ★ ★ ★

Thanks to all the participants in the BCRC Coloring Contest!
We enjoyed every single one! The winners are displayed below.

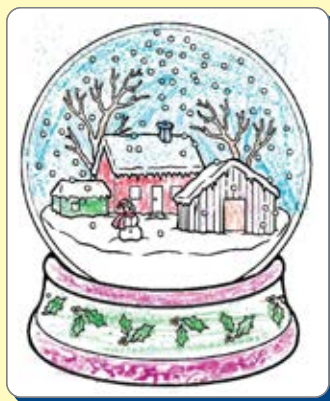
Holden K. - Age 2



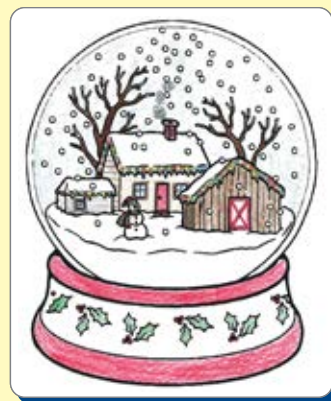
Emily P. - Age 5



Brielle S. - Age 8



Raina P. - Age 12





from
CARETAKING,
to **FINANCE**
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*Perspectives has resources
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Know the symptoms to prevent heat-related illnesses in the workplace.

HEAT STROKE is a Medical Emergency! It can be fatal or cause permanent disability. Signs and symptoms of heat stroke include high body temperature; confusion; loss of coordination; hot, dry skin or profuse sweating; throbbing headache; and seizures or coma. Dial 911. Move the worker to a cool, shaded area. Cool the worker quickly with a cold water or ice bath if possible. Remove their outer clothing and apply iced bedsheets or cooling packs to their chest, armpits, and groin. Continue cooling the worker until EMS arrives, unless the worker is shivering.

HEAT EXHAUSTION is the body's response to excessive dehydration and loss of electrolytes and can quickly progress to heat stroke. Signs and symptoms include a rapid heart rate; excessive sweating; extreme weakness or fatigue; dizziness; nausea, vomiting; irritability; rapid, shallow breathing; and a slightly elevated body temperature. Move the worker to rest in a cool area. Loosen their clothing. Encourage them to drink plenty of water or other cool beverages. If facilities are available, allow them to take a cool shower, bath, or sponge bath. Call 911 if the worker's condition worsens or if there is no improvement within 15 minutes.

HEAT CRAMPS affect workers who sweat a lot during strenuous activity. Symptoms of heat cramps include muscle cramps, pain, or spasms in the abdomen, arms or legs. Have the affected worker stop all activity and sit in a cool place. Encourage them to drink clear juice or a sports beverage, or drink water with food. Avoid salt tablets. Do not allow the worker to engage in strenuous work for a few hours after the cramps subside. Seek medical attention if the worker has heart problems, is on a low-sodium diet, or if their cramps do not subside within one hour. Following the steps above can help ensure that workers remain safe while working in hot environments.





BCRC RANDOM DRUG SCREENS

**Community Healthcare System
Occupational Health** can perform your
BCRC random drug screens at any of our 5 locations
quickly and efficiently.

We value your time and can get you in and out of
the clinic in a timely manner.

CHS Occupational Health also offers a wide variety
of employer-based health services including DOT
& non-DOT Physicals, work-related injury care,
audiograms, respirator fit testing, spirometry, and
much more. If you would like to learn more, please
contact ohsales@comhs.org, and one of our team
members will reach out to you.



**COMMUNITY
HEALTHCARE SYSTEM®**
Occupational Health

CONVENIENT LOCATIONS TO SERVE YOU:

East Chicago

4320 Fir St, Suite 313

Phone: 219-392-7424 | Hours: M-F 7:30 am-4 pm

Hobart

1354 South Lake Park Ave, Suite A

Phone: 219-947-6495 | Hours: M-F 7:30 am-4 pm

Munster

9200 Calumet Ave, Suite N-502

Phone: 219-440-5286 | Hours: M-F 7:30 am-4 pm

Portage

3170 Willowcreek Road

Phone: 219-947-6628 | Hours: M-F 7:30 am-4 pm

Valparaiso

1051 Southpoint Circle, Suite A

Phone: 219-286-3830 | Hours: M-F 7:30 am-4 pm

TOLL-FREE: 866-835-0312
COMHS.ORG/OCC_HEALTH





6050 Southport Road, Suite B
Portage, IN 46368



IN THIS ISSUE . . .

Cover: 2022 Policy Updates
Page 2: Policy Updates Continued
Page 3: Marijuana Use
Page 4: Failed DOT Drug Test
Page 5: Perspectives Resources
Page 6: Heat Related Illness
Page 7: Community Healthcare System

Spring/Summer 2022



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

(219) 764-9500 • (877) 988-5400
6050 Southport Road, Suite B • Portage, IN 46368
Email: info@bcrctnet.com
Hours: Monday-Friday 7:00 a.m. - 4:30 p.m.

COMPLETE BCRC INFO

Including Collection Site Locations & Hours
On the web at www.BCRCNET.com

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



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!

MEMORIAL DAY: Monday, May 30th
INDEPENDENCE DAY: Monday, July 4th
LABOR DAY: Monday, September 5th