



November 3, 2008

**To all CLR Members and Nonmembers**

**Second Installment of the RSAP Information Series**

Since September 2007 the Rapid Site Access Program<sup>1</sup> (RSAP) has been in operation with the Insulators.

Currently, the

- Operating Engineers,
- Ironworkers Structural
- Ironworkers Reinforcing,
- Electricians,
- Cement Masons,
- Plasterers,
- Plumbers & Pipefitters,
- Sheet Metal, and
- Sheeters, Deckers, and Cladders

have agreed to also offer the program to their members contingent on the adoption of oral fluid testing for the random drug testing component of the program. Positive discussions continue with other affiliates. We are talking to owners to determine whether or not oral fluid random drug testing will be acceptable from their perspective.

In the event RSAP grows to include other parties, contractors are going to need information on the program, **and this information must reach site supervision and safety personnel.**

To assist with this communication plan **we ask you to set up a distribution list within your organization and forward this and subsequent information on to your supervision and safety personnel.** Thank you for supporting this communication initiative. If you have questions or would like to arrange a meeting to discuss this further please contact me at the Edmonton office.

Yours truly,

Sam Kemble

<sup>1</sup> The Rapid Site Access Program (RSAP) is a voluntary alternative to site access testing. Workers who opt in agree to comply with the *Canadian Model* and the RSAP Procedural Rules, which includes agreeing to be random tested while employed on participating sites. In return, participating workers who take a dispatch to a participating site proceed directly to the job without having to submit to a site access test. Managed by third party case administration, RSAP expedites dispatch, enhances privacy, helps to ensure compliance with the *Canadian Model*, and, ultimately, improves safety performance.

## **RSAP Information Series #2 “About RSAP Random Testing”**

This information series is for summary purposes only and is nonbinding. These communication do not modify, alter or amend the RSAP Procedural Rules, Letters of Understandings, or agreements entered into between stakeholders participating in the program. Stakeholders with particular questions should refer to the RSAP Procedural Rules, corresponding Letters of Understanding and agreements for accurate and complete information

This information series addresses random alcohol & drug testing conducted by the program.

All employed<sup>2</sup> RSAP participants are put into one pool<sup>3</sup> and selection occurs by random draw conducted by a third party provider<sup>4</sup> using computerized randomization. RSAP targets a fifty percent (50%) frequency of unannounced random tests per annum. To achieve that, twelve draws of 4.17% each are taken over the course of the year.<sup>5</sup> Once each monthly draw is complete, the random test list is sent to the testing administrator<sup>6</sup> who performs the tests on the worksite with the use of mobile testing units. The testing administrator spreads out the administration of the tests over the course of the month, alternating the time of the day, day of the week, etc., to ensure no pattern emerges that enables participants to predict when the test is likely to occur.

In advance of the day for which the random test is planned, the testing administrator will contact the contractor’s home office contact. It is very important to return this phone call at your earliest opportunity. The testing administrator will indicate to the home office contact that “X” worker is to be tested, will confirm the site on which that individual is working, and request a site contact name and phone number. The site contact will be contacted by the testing administrator or will be requested to initiate contact with the testing administrator. It is important the site contact make every effort to be available, and responsive to facilitating the test. Upon arrival to the site, the name of the individual scheduled to be tested will be disclosed to the site contact, and the site contact will be asked to escort the individual to the mobile unit for the collection. The individual must be told of the requirement to test in private, and must remain in view of the supervisor while being escorted to the mobile unit (not unlike escorting a person for a post incident or reasonable cause test).

Once the individual has successfully concluded the collection process, he or she may return to work. There is no need to await the results of the drug test. In the event person tests positive for alcohol or exhibits signs that raises concerns over the person’s ability to work safely, the collector will inform the company forthwith and prior to sending the individual back to the site.

Please direct any questions arising to Sam Kemble in our Edmonton office.

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<sup>2</sup> The purpose of the random test is to confirm the individual’s compliance with the Canadian Model at work. There is little value in measuring a person’s compliance with the Canadian Model while that person is not obliged to complying with the Canadian Model. Hence, all random tests are conducted while a person is employed and during work time.

<sup>3</sup> As opposed to drawing on a per contractor, per site, or per trade basis.

<sup>4</sup> Organizational Health Incorporated

<sup>5</sup> The probabilities of a worker being tested under this framework is as follows. 28% chance of being tested only once in a year. 12% chance of being tested more than once in a year. 60% chance of not being tested in a year.

<sup>6</sup> Mobile Industrial Health Services Inc.