

The role of Organizational Health Inc.

As third party case management service providers, OHI offers confidential addiction support services by:

- Protecting your personal information and privacy
- Ensuring confidentiality
- Contributing to workplace safety by monitoring compliance with SAE recommendations
- Providing 1-1 case management support on a monthly basis with professional staff members trained in addictions and related issues
- Helping members access appropriate support services in their area
- Arranging tests
- Completing return to work agreements

When members are not following their SAE recommendations OHI is contractually obliged to make members inactive.



Toll Free 1-888-493-0725

Help is just a phone call away

OHI's head office:
10111 – 97A Avenue
Edmonton, AB T5K 2T3
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**Contractor Referral Third Party Case
Administration Services**

For more information about OHI visit our
website at www.orghealthinc.com

Contractor Referrals to OHI for Case Management



**THIRD PARTY CASE
ADMINISTRATION SERVICES**

A workplace safety option based on The Canadian Model

The Canadian Model for Providing a Safe Workplace (the Canadian Model) is a best-practice alcohol and drug policy that many stakeholders within the construction industry across Canada have adopted and follow. The purpose of the Canadian Model is to ensure a safe workplace for all workers by reducing the risks associated with the use of alcohol and drugs.

Since 1998, key stakeholders, under the direction of the Construction Owners Association of Alberta (COAA), have worked together diligently to develop consistent alcohol and drug guidelines and a policy that would standardize the approach, testing, application and rehabilitation of workers with respect to the use of alcohol and drugs.

The Canadian Model is part of an overall approach to safety and is intended to be an integral part of a company's overall safety and/or loss management strategy.

How Contract Referrals Work

When workers provide a non-negative drug or alcohol result or otherwise violate Article 3 of the Canadian Model, members are made inactive, removed from their worksite and will not be allowed to return to work until they go through the following standardized process.

- Initiate contact with OHI to inform them of your situation and to open a file.
- Attend an assessment conducted by a substance abuse expert (SAE) in a timely manner to ensure benefit coverage.
- The SAE will review their concrete recommendations with you and provide a report to OHI for case management purposes. These **recommendations need to be met for active dispatch status.**
- SAE report and test results are only kept on your confidential OHI file. They are not provided to the union or your employer. Union hall and employers are informed only of a members work status and, if known, an estimated time required off work. A member can be inactive for other reasons that are unrelated to violations of the Canadian Model such as medical leaves.
- Member names will be given to testing administrators (who sign confidentiality agreements) in order to facilitate testing requirements.

Member Responsibilities

Recommendations may include:

- A specific number of unannounced follow up tests. For example, 6 tests over 12 months. Although OHI will attempt to arrange testing on the worksite, this is not always feasible due to shift work and transitory nature of the construction industry.
- Contractor referral workers are expected to attend testing appointments on their days off when necessary. These tests will be deliberately arranged on short notice to maintain program integrity.
- A requirement to attend a specific number of 12 step meetings each week and to provide proof of attendance to OHI case worker.

Important – Union members must maintain monthly contact with OHI to monitor progress and ensure that your contact information is current. If your OHI case manager is unable to reach you, you may be made inactive.

**Call Organizational Health
Incorporated**