

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
Fax 1-877-423-0313

**RSAP Third Party Case
Administration Services**

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

Rapid Site Access Program



**THIRD PARTY CASE
ADMINISTRATION SERVICES**

RSAP

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.

RSAP is a voluntary program offered to workers through their union halls. When members enroll in the program, they will be sent for alcohol and drug testing. Exceptions may be made for members recently dispatched and currently working on sites that required negative pre-access testing.

Members who test negative...

- will have an active status letter sent to their union and will be given access to participating worksites that require pre-access testing without being tested
- will have their names added to a computerized random draw list (to maintain program integrity) and will be tested on site

Members who test non-negative will be made inactive and must be assessed by a substance abuse expert (SAE) in a timely manner to ensure benefit coverage.

SAE reports and test results are kept on a confidential file at OHI only; they are not provided to the union hall or employers, unless directed by the member. Union hall and employers are informed only of members' work status and, if known, an estimated time required off work. Members can be inactive for other reasons such as medical leaves.

Member names will be given to testing administrators (who sign confidentiality agreements) in order to facilitate testing requirements.

Member Responsibilities

All SAE assessments include a recommendations section. In consultation with the SAE, **members are expected to know what their recommendations are and to take responsibility for meeting them.**

Recommendations may include:

- A specific number of unannounced follow up tests. For example, 6 tests over 12 months.
- A requirement to provide proof of attendance at 12 step meetings.
- A requirement to participate in a residential treatment program.

Call Organizational Health

After a non-negative test result, 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.