



ELECTRICAL INDUSTRY DRUG-FREE WORKPLACE

March 1, 2009

JAMES [REDACTED]
PO [REDACTED]
TROUTDALE, OR [REDACTED]

Re: Drug-Free Workplace Policy Changes

The Electrical Industry Drug-Free Workplace Program began in September 1990 and has since become a standard of excellence in the industry. The Drug-Free Workplace Program takes great pride in this program and currently has over 9500 active members participating. The Drug-Free Workplace Program is committed to making a change and providing a safe work environment for everyone.

As part of that commitment, the Drug Free Workplace Program (DFWP) continues to use one of the most advanced laboratories in the industry, Legacy MetroLab. Legacy MetroLab has been working very diligently to identify synthetic urine, which has increasingly become an issue in the drug-testing industry and our program. As a result of improvements in laboratory analysis, Legacy has identified a component found in human urine that is not found in synthetic urine. Specimens that do not contain that component are being reported out to the Drug-Free Workplace Program as invalid test results.

The Drug-Free Committee felt it was important to address the ongoing use of synthetic urine. **Therefore, effective March 1, 2009 the policy has changed to address this problem. Going forward any test result reported out as invalid will be treated the same as a second time dilute, adulterant, and substitution. The penalty for this will be an automatic two week suspension and you must retest within 24 hours. Every 24 hour delay in providing a valid specimen will result in an additional one week suspension.**

Below you will find a chart explaining the amount of time of potential missed work for each type of result. If you have further questions or to see a complete copy of the policy, please visit our website at www.harrisondfwp.aibpa.com.

Type of Result	What Happens Next?	Average Lost Days of Work
Negative	\$50 check	None
Medication	MRO confirms valid prescription followed by \$50 check	None
Dilute	Notified to retest within 24 hours	None
Invalid	Suspended for 2 weeks	2 weeks
2 nd Time Dilute	Suspended for 2 weeks	2 weeks
Substitution	Suspended for 2 weeks	2 weeks
Adulterated	Suspended for 2 weeks	2 weeks
1 st and/or 2 nd Time Positive	Removed from the job and required to meet with the EAP. The EAP will determine the treatment requirements and provide a release to work.	2-5 days

Sincerely,
Drug-Free Workplace Committee