

Union Mechanical, Sheet Metal and Insulation Trades of Wisconsin Substance Abuse Testing Newsletter

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Why Do We Have a Joint Substance Abuse Testing Program?

As the ten year anniversary of the mechanical joint substance abuse testing program approaches, it is important to remember why we have this program, and to continue to strive for a safer drug-free working environment. The main focus of this program is safety, with respect to every member, co-worker and customer. This joint program also offers an avenue for covered employees with a substance abuse problem to receive appropriate care and assistance. In these tough economic times, it is imperative that the Unions and the Contractor Associations continue to maintain their position of leadership in the mechanical contracting industry by ensuring a safe drug-free workplace. In this very competitive market, a drug-free workforce will ensure greater productivity and quality job performance. Excellent safety records will result in lower Workers' Compensation costs, thus resulting in a more competitive work environment.

Who is Construction Data Services (CDS)?

Construction Data Services is the company we contract with to provide the substance abuse testing for our program. They are the third-party administrator (TPA) of our program. The company is located in St. Louis, Missouri, with a regional office in Appleton, Wisconsin. Mike Holz knecht is our contact person and handles all of our testing, provides statistics and works closely with our communicators. He provides services to the MCA of Wisconsin/Wisconsin Pipe Trades' program; the Wisconsin Fox Valley Sheet Metal Contractors/Local 18 Sheet Metal program; the Wausau Sheet Metal Contractors/Local 18 Sheet Metal program; the Eau Claire Sheet Metal Contractors/Local 18 Sheet Metal program; East Central Wisconsin Sheet Metal Contractors/Local 18 Sheet Metal program; and the Northern Wisconsin Heat & Frost Insulators/Local 127 Heat & Frost Insulators' program.



Mike Holz knecht

What is a Communicator?

To ensure that absolute confidentiality is preserved, CDS has created the concept of "communicator". Each contractor is required to designate a primary and an alternate communicator from within their company. Communicators should be accessible, dependable and capable of maintaining confidential drug testing information. CDS provides extensive training for communicators to guide and assist them in the administration of their responsibilities.

Primary and alternate communicators are designated by the contractor and act as the key contact persons in the administration of the confidential program. They are essential to keep the program running smoothly and have specific duties and responsibilities. Some of the communicator duties include: completion of

communicator certification training, acting as the Medical Review Officer (MRO) contact to receive both positive and negative test results, making inquiries to determine if an employee has active or inactive status, and they are also the contact people who receive the names of workers selected for a random drug and alcohol test. It is their duty to notify a worker when they are selected for a random test and get them the proper forms to take to the test site. They are also responsible for communicating test results and further procedures to workers who test positive.

If you have questions about being a communicator, please contact Mike Holzknecht at CDS at 888-314-4733.

Who is the Substance Abuse Testing Program Governed By?

The Substance Abuse Testing Program is governed by the Drug Testing Oversight Committee. This committee is made up of statewide union representatives and contractors. The role of this committee is to review policies and procedures of the program and make changes if needed to ensure a quality, confidential substance abuse testing program. The committee meets periodically throughout the year to discuss problems and concerns, obtain statewide statistics from CDS, and to maintain the integrity of the program.

When Substance Abuse Testing is in Place; Statistics Show Great Results

American industry spends over \$160 billion annually on substance abuse testing. It is this type of joint effort between management and labor that leads to safer and more productive work environments. The United States has 5 percent of the world's population but consumes 60 percent of the illegal drugs. These types of staggering statistics are why we need to continue to jointly participate in and enforce our substance abuse program. In 70 percent of workplace accidents, the substance abuser is not the one injured, but rather an innocent bystander. A recent study conducted by Cornell University showed a 51 percent reduction in injury rates within two years in companies that have implemented a substance abuse program. National reports show 15 to 17 percent of the current workforce has a substance abuse problem, defined as use of illegal drugs or alcohol in a manner that affects their job. In all of our programs, we are seeing positive rates of less than 2 percent. We need to continue our diligent efforts in this ongoing battle and keep up the good work.

Questions?

Do you have questions about the substance abuse testing program? Contact CDS, your local association or your local union for assistance. If you would like to have your question answered in a future issue of this newsletter, please submit your question to:

Substance Abuse Testing Program
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