

Construction Owners Association Best Practices Conference

Alberta's Drug & Alcohol Risk Reduction Pilot Project

Agenda

- Background
- Eligibility for pilot
- Current status
- Application process
- Implementation
- Next steps
- Questions

Background

- DARRPP began as a working group with representatives from government, industry, labour
- Intent was to address confusion resulting from Human Rights, Privacy, and Safety requirements
- Several years of work occurred resulting in DARRPP, which has been designed to address safety concerns, while complying with Human Rights and Privacy requirements
- DARRPP is a best practices A&D model, which includes:
 - A&D testing including random testing for safety sensitive positions
 - A medical assessment model
 - Case management, follow-up and return to work provisions

Eligibility for Pilot

- Organizations in oil sands operations and heavy industrial construction and maintenance industries may participate in the pilot
- This includes owner companies, contractors and labour organizations
- Organizations that have applied the Canadian Model or similar policies should be well positioned to participate in the pilot project
- Costs for pilot handled on a cost sharing basis

Current Status

- 5 information sessions have been held between Dec 2011-April 2012, with about 200 attendees
- Currently working with a group of owners on implementation strategies
- Anticipate owner announcements of participation in June, with implementation staged over the 3& 4Q 2012
- Owners will expect contractors to implement a similar program
- Extensive, detailed communication plan and tools have been developed and will be available to all participating organizations

Application Process

- Fill in on-line application form, located on DARRPP website
 - Will be reviewed by DARRPP Administrator (can be one application for multiple organizations provided program is common)
- Purpose of application form is:
 - to ensure pilot participants have policies and processes in place that are consistent with the practices identified in the DARRPP principles and guidance documents
 - so that there is basic consistency in process among pilot participants to facilitate data collection and evaluation processes

Evaluation & Audit

- Evaluations will be prepared for completion in July 2013 and July 2014 and will be shared with government and participants of the pilot project
- Evaluations will consist of a report which includes:
 - Analysis of data submitted by all participants in the pilot
 - Summaries of organizations key progress, learning's and challenges
- The audit process is still being developed but an audit will be conducted by an external auditor to ensure robust programs and practices are in place, which are consistent with best practices as per DARRPP

Implementation Options

- Some sites are likely to implement a centralized “site” testing model, for random testing which can be used by contractors, potentially using data from the swipe card system
 - Third party testing provider would arrive at the site on a periodic basis
 - Names of workers in safety sensitive positions (at work that shift) would be generated from the swipe card system and a random list drawn
 - The TPA would administer A&D tests, and processes would be followed as per the COAA model, including lab processing, MRO review, SAE assessment, case management, treatment, follow-up
 - Testing results would go only to the contractor or case manager, not to the owner

Implementation Options

- Another options being considered is that each contractor would make their own arrangements for random testing of their workers
- Contractors would then need to:
 - Make arrangements with a testing TPA, as well as SAE, case management, EAP, etc.
 - Provide a list of names of workers in safety sensitive positions, along with contact info, site working at, etc.
 - Set up a schedule for testing with the testing TPA
 - Testing would be administered as per COAA standards and all other processes would occur such as lab testing, MRO, SAE assessment, case management, follow-up, etc.

Implementation Options

- Will also need to:
 - Apply for the pilot – application will be on DARRPP website
 - Update policy – if not using COAA
 - Determine which workers are in safety sensitive positions
 - Communicate changes to workers
 - Train supervisors
 - Gear up your infrastructure – EAP, etc
 - Have a mechanism in place to provide necessary data

Next Steps

- Communication plan & package for participants being finalized for implementation in 2Q 2012
 - Extensive package will be provided to participants including:
 - Press release, video, brochure for employees, PowerPoint overview, media contact plan, tool box talks based on interviews from experts, posters & stickers available
 - Web site being set up for communications documents, DARRPP documents, application process and data collection
 - Theme is “Good to Go”
 - Companies will apply for pilot, finalize policies and plans and likely implement in 3Q, 2012; contractors likely to implement late fall 2012

Questions For You

- What would assist contractors in being ready to implement this pilot?
 - Are workshops needed on how to implement random testing?
- Would a centralized, site based testing process work for your organization or would it be better for each contractor to set up their own testing process?
- What else would be useful or helpful?

QUESTIONS/OPEN DISCUSSION

Good to go.

**Alcohol and Drugs
have no place
in our workplace.**

Alberta's Drug and
Alcohol Risk Reduction
Pilot Project

Brochure

Front Cover

Good to go.

Alcohol and Drugs have no place in our workplace.

Alberta's Drug and Alcohol Risk Reduction Pilot Project



Inside Gatefold

When you think about improving workplace safety, alcohol and drug testing is a good thing. Good for work. Good for life. Everyone needs to be good to go.

Alcohol and Drug Testing at Work:

What it means to you.

Random workplace alcohol and drug testing has been proven to significantly reduce risks, prevent serious injuries, and help workers with alcohol and drug dependencies get treatment. It's been used in other places for many years, but it's new to Alberta's energy and construction industries, so it raises many questions. In this brochure we hope you'll find some of the answers.

Alcohol and drug use has been proven to increase fatigue, reduce alertness and slow reaction time. In an industrial work environment, these effects can only increase the risk of incidents, injuries and death.



Back Cover

What do I do if I have an alcohol or drug problem?

If you have an alcohol or drug problem, we urge you to get help, and this is the right time to do it. One of the benefits of random testing is that it prompts people who have serious alcohol or drug problems to seek treatment for evaluation and treatment. All participants in DARRPP have Employee Assistance Programs that include counseling from first party professionals who protect the privacy of employees who use these services. If your home or work life is being affected by alcohol or drugs, don't be afraid to ask for help - for your own sake, and for those who live and work with you. Protecting your health and safety - and your privacy - is what workplace alcohol and drug programs are all about, and that includes DARRPP's random testing pilot.

What do I do if I am aware of a friend, co-worker or family member who may be having an alcohol or drug problem?

First of all, be careful about making any assumptions about the other person's situation. However, if you are concerned, have the opportunity to talk to the person and suggest that, if they need assistance, they should contact the Employee Assistance Program. If you believe that someone you work with is in an unsafe condition, you must advise the supervisor immediately so that the worker does not become involved in a safety incident.

We all want to work in a place where we arrive on the jobsite as ready and alert as we can be, so we can all go home in one piece. In the end, it all comes down to asking yourself a simple question:

Are you good to go?

Good to go.

Alcohol and Drugs have no place in our workplace.

Alberta's Drug and Alcohol Risk Reduction Pilot Project

For more information visit www.DARRPP.ca.

Good to go.

Alcohol and Drugs have no place in our workplace. Alberta's Drug and Alcohol Risk Reduction Pilot Project.

Signage and Stickers



Good to go.

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Back-up Documents

Case for random testing

- Opportunity to take proactive action re: safety
 - Potential for serious incidents/fatalities
 - Random testing is an effective deterrent
 - Federal Transit Administration random testing stats 1995-2008
 - Alcohol 1995 .25% positive; in 2008 down to .15%
 - Drugs 1995 1.76% positive; in 2008 down to .82%
 - In Alberta heavy industry, alcohol & drug testing positive rates are generally much higher than the FTA's 1995 rates so considerable room for improvement
 - 2010 site access failure rates 2.5 – 5%; post incident 5 – 10%; reasonable cause 30-65%

Case for random testing

- Random testing is an effective deterrent cont'd:
 - Random testing in Alberta:
 - 1996 positive rate 2.08, 2010 down to .87 (similar to FTA stats)
 - US random alcohol testing data among motor coach drivers
 - 1995 mandatory alcohol testing implemented for motor coach drivers (also had overall testing program)
 - As of 2006, prevalence of alcohol involvement in fatal crashes decreased by 80%

Case for random – Toronto Transit

- In 2007 serious incident – “Lytton subway work car fatality” – operator of work car had measureable levels of THC in his system – level indicated drug likely used during his shift – operator killed, two crew members seriously injured, other crew members traumatized – lengthy absences
- In 2008, TTC staff recommended changes to Fitness for duty policy including random testing – approved by the commission except for random testing
- In 2010, policy changes were implemented
- August, 2011 bus crash killed a passenger; in Oct, police charged the driver with criminal negligence causing death & possession of cannabis
- One week later, Oct 19, 2011 TTC announced random testing was approved by the Commission for implementation

Requirements

- Implement a comprehensive A&D program that includes the following:
 - Random testing in addition to the testing program already in place in your organization
 - An A&D program that meets or exceeds the standards of the Canadian Model and complies with the DARRPP guidance and/or principles document
 - A medical model for assessment, treatment, case management
 - Commitment to adhering to all relevant legal requirements associated with the implementation and administration of an A&D program including:
 - Compliance with Human Rights legislation regarding workers assessed as having a disability
 - Compliance with Privacy Legislation regarding the A&D testing process and access to A&D related information

Requirements

- Comprehensive A&D program cont'd:
 - A program tied to defensible standards tailored to the environment in which the testing will occur
 - Limit random testing to positions defined as safety sensitive and demonstrate a reasonable approach in this evaluation process

Human Rights Implications

- Workers who test positive must be assessed, and if dependant, must be offered treatment, rehabilitation, return to work similar to employees with other disabilities
- Workers who test positive and who do not have a disability may be offered treatment and/or handled through the organizations discipline processes
- The Human Rights Commission has confirmed that they are not involved in:
 - whether and when A&D testing is done
 - How positive test results are handled by organizations when the worker is assessed as not being dependent

Privacy Implications

- A&D testing data, including names of those tested, results, etc. must be protected. Examples of potential issues are:
 - Owner companies having data or requesting data or taking action regarding contractor workers
 - Sharing lists or names of “inactive” workers or workers who have had positive tests between owner companies or owners and contractors