



CANADIAN MODEL REQUIREMENTS – INFORMATIONAL BULLETIN
A Best Practice Tool of the
Construction Owners Association of Alberta

Version 1.0

April 2016

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Information Bulletin: Selecting and Instructing

Sample Collection and Laboratory Service Providers

The *Canadian Model For Providing A Safe Workplace* includes some very specific requirements respecting the parties that provide services under the model policy, the devices they use, and the procedures they must follow.

Drug Testing

Section 4.8.1 of the policy requires:

- That a Laboratory, as defined in the policy, be retained; and
- That the testing be conducted in accordance with the applicable provisions of the current U.S. Department of Transportation Workplace Alcohol and Drug Testing Programs.

Section 6.1(n) defines “Laboratory”:

A laboratory providing urine-based drug testing services or oral fluid-based drug testing services **must be certified by the United States Department of Health and Human Services under the National Laboratory Certification Program**. A laboratory providing oral fluid-based drug testing services must ensure that the oral fluid testing be performed in such a manner that: (1) acceptable forensic practices and quality systems are maintained; (2) specimen validity testing is deployed; (3) regular independent audits occur; and (4) proficiency test samples are included.

A list of such certified laboratories is updated monthly at:

<https://www.transportation.gov/odapc/labs>

Quite simply, if a laboratory is on the list, it is satisfactory for the purposes of the *Canadian Model*. If it is not, it is not compliant with the policy.

Results must be communicated through a Medical Review Officer.

Alcohol Testing

Similarly, section 4.8.1 requires that alcohol testing be conducted by personnel in accordance with the standards and procedures in the U.S. Department of Transportation Workplace Alcohol and Drug Testing Programs.

Breath and saliva alcohol testing devices must be listed on the National Highway Traffic Safety Administration's (NHTSA) conforming products lists:

- the list for screening devices is at <https://www.transportation.gov/business/drug-and-alcohol-testing/conforming-product-list-alcohol-screening-devices>
- the list for evidentiary devices is at <https://www.transportation.gov/business/drug-and-alcohol-testing/conforming-product-list-evidential-breath-testing-devices>

These devices must also meet the function requirements outlined in the U.S. DOT rules and regulations.

Sample Collection

There are a number of requirements for collection sites and personnel, some of which are highlighted in Appendix A of the model policy. Some of those are:

- Technicians must meet the requirements of the relevant provisions of the U.S. Department of Transportation Workplace Alcohol and Drug Testing Programs.
- Oral fluid collection devices must collect sufficient volume for a retest to be conducted if requested by the donor.
- Urine fluid collection specimens must be split into two specimen bottles with tamper-evident seals.
- Sample documentation and chain of custody procedures must be followed rigorously.
- In respect of any collection that may be incomplete or determined to be a refusal, the collection site person must promptly document all circumstances and details respecting the collection effort and the reasons it was incomplete.

Employers are encouraged to engage in regular discussions with their service providers to ensure the rigorous requirements set out in the *Canadian Model* are met or exceeded.