

ELECTRICAL INDUSTRY DRUG-FREE WORKPLACE

November 5, 2021

To: Participating Employers

Re: Changes to the Drug Free Workplace Program – PLEASE READ

To the Drug Free Workplace Designated Representatives,

This letter is to inform you of significant changes to the Drug Free Workplace Program (“the Program”) effective January 1, 2022. These changes include:

1. Marijuana will be removed from the panel of drugs tested for, except in cases where it is required by the owner on specific jobs.
2. Random drug testing will be suspended for a period of two years ending December 31, 2023.

We acknowledge that these are significant changes. The changes were agreed to for several reasons. With no impairment test for marijuana, it is not possible to know if someone is impaired and under the influence of THC. The Program is going to take the next two years to revamp the operation of the random portion of the Policy.

Over the coming weeks, we will revise the Policy and send it to you as soon as it is available. You can expect additional communications from us as we work out new processes, such as how to notify the Program when you need marijuana testing results. Initially you can expect for the drug panel to continue to include marijuana testing, but employees will not be reported out as positive unless the owner of the jobsite requires marijuana testing.

There are many parts of the Policy that are not changing. This includes your ability to require a clean card and drug test every 6 months of all employees working in the jurisdictions of Locals 46, 73, 112, 48, 280, 659, and 932. Pre-employment, reasonable suspicion, and post-accident testing will still be completed. The DOT policy available to all contractors with a need for DOT testing remains the same.

We understand that there will be many questions. Please email the Trust Office at dfwp@benesys.com or call 503-224-0048 x1684. We will do our best to answer the questions as they come in and provide additional communications to all contractors. Additionally, we will plan on Zoom training sessions in the 1st quarter of 2022.

The Board of Trustees