



DRUG & ALCOHOL ABUSE PREVENTION PROGRAM UNION #263 REGULATION

LOCAL #263 SHEET METAL WORKERS UNION

ARTICLE 51

DRUG TESTING PROGRAM FOR PROSPECTIVE EMPLOYEES

The sheet metal union and contractors have a drug testing program for prospective employees only. The job titles for these types of prospective employees are: pre-apprentices, utility workers, and apprentice applicants (see sample notice).

ARTICLE 51

DRUG TESTING SAMPLE NOTICE **SHEET METAL PROSPECTIVE EMPLOYEE DRUG TESTING PROGRAM**

Since the sheet metal union and contractors are only testing prospective employees, this document is the sheet metal union and contractors written drug policy. As a prospective employee, a positive drug test result or the refusal to provide a testing sample means that you are not qualified and your application will be terminated. The cost of this initial testing will be paid by the prospective employer**

Regarding the drug test, you should report to St. Luke's or applicable representative chosen by the JAB who will advise you in the writing of the type of drugs you will be tested for and ask you preparatory questions concerning any information about prescription or non-prescription drugs that you might be taking currently or recently used.

If your test result is positive, a medical professional will review and interpret your test results. The prospective employer will confidentially notify you in writing at the address you list below of your positive test results. The test result will be treated confidentially by the prospective employer.

Also, if your test results are positive, you have the right to request confidential records from the medical review officer who made the positive report. The name and address of the medical review officer will be attached to the prospective employer's written notification. However, you shall be entitled to these records only if you requested in writing within **15** calendar days from the date the prospective employer provided you the written notice of the results of the drug test.

**Prospective employer is defined to include: Union, Joint Apprenticeship & Training Committee, and Contractor.

OUR GOAL IS ZERO INJURIES IN THE WORKPLACE