

Striving to be Drug Free
for a Safe Industry



Fall/Winter 2023
NEWSLETTER

Building & Construction Resource Center, Inc.

In this issue...

- C** Important Things
- 2** Important Things Cont.
- 3** Cold Weather
- 4** D&A Clearinghouse
- 5** Emotional Wellness
- 6** Perspectives EAP
- 7** Coloring Contest
- B** Closure Dates

IMPORTANT THINGS TO KNOW

CREATE AN ACCOUNT TO CHECK YOUR STATUS ONLINE

To verify and check your current BCRC card status, you may register to access the BCRC Member Portal at www.bcrcnet.com.

★ **When registering**, you must enter all three: your BCRC ID number (do NOT enter any leading zeros in your BCRC ID number), the last four of your social security number, and your date of birth (MM/DD/YYYY) before creating your login credentials. You must also agree to the terms and conditions and pass the reCAPTCHA. A registration email will be sent to the email address you provided to create your login, followed by a confirmation email.

★ **When logging in**, you again must enter your BCRC ID OR email address, username, password, agree to the terms and conditions, and pass the reCAPTCHA.

KNOW WHAT YOUR STATUS MEANS

★ **CL or Clear** means that an Employee is “cleared”, available for work and currently compliant with this policy when used with respect to the BCRC status of an Employee.

★ **NA or Not Available** means that an Employee is not available for work and is not currently compliant with the policy.

★ **Vacation Status** means the status of an Employee who is temporarily removed from the BCRC random pool while on vacation or a non-work related absence.

Please note: Applying the “Vacation Status” to your BCRC card places your BCRC card on a temporary, short-term NA status. You must call the BCRC office to place your BCRC card on vacation status. It is very important to call the office when returning to work to remove the vacation status, otherwise your BCRC card will remain NA.

KEEP YOUR INFORMATION UP TO DATE

Call the BCRC office at (219) 764-9500 or email info@bcrcnet.com to update and/or verify your information to ensure you receive any and all forms of communication from BCRC, including random testing notifications.

- Address • Mobile Phone Number • E-mail • Local • Contractor



Important Things to Know Continued

RANDOM TESTING

- Employees will be required to report to an approved collection site within seven (7) calendar days from the date of the Notice for Random Testing letter in order to maintain their BCRC identification card and status.
- No Employee will be required to submit to a random test more than twice (2) in a twelve (12) month period, unless chosen for an On-Site Random test. An Employee can be selected for an On-Site Random test every calendar month.
- All Employees will be selected for random testing at least once in a rolling twelve (12) months.

★ **CHAIN OF CUSTODY** is the procedure used to document the handling of the urine specimen from the time the employee gives the specimen to the collector until the specimen is destroyed. This procedure uses the Forensic Drug Testing Custody and Control Form (CCF) as approved by the Office of Management and Budget.

★ **FIRST OCCURANCE CLAUSE** means if an Employee does not report for a random test, and it is the first time the Employee has failed to report, the Third-Party Administrator (TPA or BCRC) may allow the Employee to take the test without reporting to the EAP for further review. Employees may utilize this clause only one time.

★ **DILUTE SPECIMEN** means a specimen with creatinine and specific gravity values that are not consistent with medical expectations for human urine.

★ **AUTHORIZED TEST** means a drug and/or alcohol test performed in accordance with the provisions of this Policy and at the request (or direction) of BCRC.

★ **UNAUTHORIZED TEST** means a drug and/or alcohol test that is: (a) not performed in accordance with the provisions of this Policy, and/or (b) not performed at the request (or direction) of BCRC. Such tests include retests initiated by an Employer and/or an Employee that are not performed at the request (or direction) BCRC.

MEDICAL REVIEW OFFICER (MRO) – PRESCRIPTIONS

1. Go to your pharmacy where you get your prescriptions filled
2. Ask for a prescription history of your medications (no cost for this service)
3. Fax prescription history report from your pharmacy to fax number (385) 549-8622
4. Email prescription history report from your pharmacy to myrx@wfqa.com
5. Please call (801) 503-3493 to confirm your prescription history report has been received

STIPEND CHECK

Employees will only be paid a stipend by BCRC for submitting subsequent random testing:

- (a) required by the BCRC policy (see Attachments A thru C)
- (b) in response to notification (by email, U.S. Mail or text message) from the BCRC Office
- (c) for which the Employee submits within seven (7) calendar days including the day BCRC gives notification for such random testing. It is understood that all testing will occur on the Employee's time. The Employee must submit for such testing within seven (7) calendar days including the day BCRC gives notification for such random testing. NO EXCEPTIONS!

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Life isn't always easy, but with Perspectives' EAP, getting help or support is. Perspectives' EAP is available 24/7. Access to a variety of resources is at your fingertips. Call the EAP at (800) 456-6327

- Family
- Legal
- Special Services
- Marital
- Financial
- Emotional/Mental Health
- Work-Related
- Substance Abuse



Please browse our site to learn what BCRC can do for you!
<https://www.bcrcnet.com/index.asp>

WORKING IN COLD WEATHER



Protect Yourself In Three Steps:

1 Dress for the weather... OSHA recommends wearing:¹

- ▶ Inner and outer layers that will keep you dry;
- ▶ A hat or hood that covers your ears, and a knit mask (if needed);
- ▶ Waterproof and insulated gloves; and
- ▶ Waterproof and insulated boots.

Carry extra clothes in case the ones you are wearing get wet.

2 Drink the right liquids...

To avoid becoming dehydrated, drink plenty of warm, sweet liquids, such as:

- ▶ Sports drinks
- ▶ Soups
- ▶ Sugar water

Avoid liquids with caffeine, such as:

- ▶ Coffee
- ▶ Tea
- ▶ Soda
- ▶ Hot chocolate

Do not drink alcohol. Caffeine and alcohol cause your body to lose heat.

3 Be proactive and alert...

When working in a cold environment for a long period of time:

- ▶ Learn the signs and symptoms of cold weather illnesses and injuries.
- ▶ Take frequent breaks in a warm area.
- ▶ Work in pairs so you and your coworker can spot the danger signs.
- ▶ Notify your supervisor and get medical help immediately if you or another worker has symptoms of hypothermia or another cold-related illness or injury.
- ▶ Remember – you are at a higher risk if you take certain medications, are in poor physical condition, or suffer from illnesses such as diabetes, hypertension, or cardiovascular disease.

When the temperature drops...

During the winter, construction workers face a natural hazard – cold weather. The colder it gets, the more energy you need to use to stay warm. When it is also windy and raining or snowing, your body uses even more energy and loses heat faster. Working in cold or freezing temperatures for a long time can lead to health problems.



What are the health risks and symptoms?

Health Risk:	Symptoms:
Hypothermia	Your temperature drops to 95°F or lower (a normal temperature is 98.6°F). You: <ul style="list-style-type: none">▶ Shiver and stomp your feet to stay warm▶ Feel unusually tired▶ Lose coordination▶ Become confused▶ Lose consciousness
Frostbite	Your skin freezes and becomes: <ul style="list-style-type: none">▶ Red with gray/white patches▶ Numb – you cannot feel the area▶ Blistered (in serious cases)
Trench Foot	Your foot is: <ul style="list-style-type: none">▶ Tingly/itchy▶ Red and blotchy▶ Swollen and/or numb – you cannot feel your foot

<https://www.cdc.gov/niosh/>



Federal Motor Carrier Safety Administration
DRUG & ALCOHOL
CLEARINGHOUSE



CDL Drivers in a “prohibited” status in the Clearinghouse will lose their commercial driving privileges.

The second Clearinghouse final rule (Clearinghouse-II) compliance date, **November 18, 2024** - is less than a year away. As part of these new Federal requirements, CDL drivers who have open violations in FMCSA’s Drug and Alcohol Clearinghouse will soon lose their commercial driving privileges.

FMCSA added the following frequently asked questions on the Clearinghouse website to help CDL drivers understand the new regulations, and what actions they can take to retain or reinstate their commercial driving privileges, if needed.

How will the second Drug and Alcohol Clearinghouse final rule (Clearinghouse-II) affect CDL drivers?

As established in the first Clearinghouse final rule (81 FR 87686), drivers with a “prohibited” Clearinghouse status are prohibited from operating a commercial motor vehicle (CMV). The second Clearinghouse final rule (Clearinghouse-II) further supports this by ensuring that drivers with a “prohibited” Clearinghouse status do not continue to hold a commercial driver’s license (CDL) or commercial learner’s permit (CLP).

The Clearinghouse-II final rule (86 FR 55718) requires that, beginning November 18, 2024, State Driver Licensing Agencies (SDLAs) must remove the commercial driving privileges from the driver’s license of an individual subject to the CMV driving prohibition. This would result in a downgrade of the license until the driver completes the return-to-duty (RTD) process.

This means that, beginning November 18, 2024, having a “prohibited” Clearinghouse status will result in losing or being denied a CDL or CLP.

Note: SDLAs with legislative authority currently have the option to voluntarily query the Clearinghouse and downgrade CDLs for prohibited drivers and may do so before the November 18, 2024 compliance date.

How will the second Drug and Alcohol Clearinghouse final rule (Clearinghouse-II) improve safety on our Nation’s roads?

The requirement to downgrade commercial driver’s licenses (CDLs) of drivers in a “prohibited” Clearinghouse status rests on the safety-critical premise that drivers who cannot lawfully operate a commercial motor vehicle (CMV) because they engaged in prohibited use of drugs or alcohol or refused a drug or alcohol test should not hold a valid CDL or commercial learner’s permit (CLP). The Clearinghouse-II final rule (86 FR 55718) supports FMCSA’s goal of ensuring that only qualified drivers are eligible to receive and retain a CDL, thereby reducing the number and severity of CMV crashes.

My commercial driver’s license (CDL) was downgraded due to my “prohibited” Clearinghouse status. How can I get my commercial driving privileges reinstated?

To have your Clearinghouse status change from “prohibited” to “not prohibited,” you must complete the return-to-duty (RTD) process, as established by 49 CFR part 40, subpart O. After you complete the RTD process and your Clearinghouse status is updated to “not prohibited,” your State Driver Licensing Agency (SDLA) will allow you to reinstate your commercial driving privileges.



Learn more at: <https://clearinghouse.fmcsa.dot.gov/Resource/Page/SDLA-Resources>

Emotional Wellness Checklist

Emotional wellness is the ability to successfully handle life's stresses and adapt to change and difficult times. Here are tips for improving your emotional health:



BRIGHTEN YOUR OUTLOOK

People who are emotionally well, experts say, have fewer negative emotions and are able to bounce back from difficulties faster. This quality is called resilience. Another sign of emotional wellness is being able to hold onto positive emotions longer and appreciate the good times.

To develop a more positive mindset:

- Remember your good deeds.
- Forgive yourself.
- Spend more time with your friends.
- Explore your beliefs about the meaning and purpose of life.
- Develop healthy physical habits.



REDUCE STRESS

Everyone feels stressed from time to time. Stress can give you a rush of energy when it's needed most. But if stress lasts a long time—a condition known as chronic stress—those "high alert" changes become harmful rather than helpful. Learning healthy ways to cope with stress can also boost your resilience.

To help manage your stress:

- Get enough sleep.
- Exercise regularly.
- Build a social support network.
- Set priorities.
- Think positive.
- Try relaxation methods.
- Seek help.



GET QUALITY SLEEP

To fit in everything we want to do in our day, we often sacrifice sleep. But sleep affects both mental and physical health. It's vital to your well-being. When you're tired, you can't function at your best. Sleep helps you think more clearly, have quicker reflexes and focus better. Take steps to make sure you regularly get a good night's sleep.

To get better quality sleep:

- Go to bed and get up each day at the same time.
- Sleep in a dark, quiet place.
- Exercise daily.
- Limit the use of electronics.
- Relax before bedtime.
- Avoid alcohol, nicotine, & stimulants late in the day.
- Consult a health care professional if you have ongoing sleep problems.

Your Perspectives Assistance Program is getting a new look and enhanced services

Coming January 1, 2024

As part of the AllOne Health family of companies,
you will now have access to:

A comprehensive landing page

Your new member landing page is easy to navigate and includes orientation videos and links to relevant resources.

Expanded services

- **Life Coaching** to help you reach personal and professional goals, manage life transitions, overcome obstacles, strengthen relationships, and build balance.
- **Personal Assistant** can help you save time with referrals for travel and entertainment, seeking professional services, cleaning services, home food delivery, and managing everyday tasks.
- **Medical Advocacy** can help you navigate insurance, obtain doctor referrals, secure medical equipment, and plan for transitional care and discharge.



You will continue to access your existing resources and services, including:

Mental & Emotional Health

Scheduled counseling and in-the-moment support to improve your life and relationships.

Tools for Tough Times

Help with issues such as stress, depression, grief, anxiety, substance abuse, relationships, divorce, life changes, trauma, PTSD, and more.

Caring for Others

Services and resources to navigate family dynamics, parenting, childcare, adoption, senior services, eldercare, military and veterans, disability care, and even pet care.

Whole Health Resources

Anytime access to skill-building courses, assessments, forms, calculators, quizzes, videos, articles and more to feel your best at work, home, school and in your community.

Financial & Legal

Advice and tools to help with money matters and changes in your financial situation. Legal education and access to legal and financial info and forms.

Perspectives' name, location, and phone number won't change, but you'll see materials with a new look and feel.



Call: 800.456.6327
Visit: perspectivesltd.com/login

PERSPECTIVES

An AllOne Health Company

ANNUAL HOLIDAY *Coloring Contest*

BCRC is having our Annual Holiday Coloring Contest! We will be judging four age groups. The winner from each age group will win a \$25.00 gift card. The winner will also have their first name & winning picture printed in our semi-annual newsletter! Parents or Guardians, please complete the entry form below. One winner will be chosen on January 22, 2024. All submissions should be dropped off or mailed in to the BCRC office (6050 Southport Rd., Ste.B, Portage, IN 46368), no later than January 15, 2024. Additional copies can be printed off our website www.bcrcnet.com under the "News and Events" tab at the top of the home page.

PLEASE CIRCLE THE APPROPRIATE GROUP: 0-2YRS 3-5YRS 6-8YRS 9-13YRS

Name: _____ Age _____

Address: _____ City: _____ State _____ Zip: _____

Grade: _____ What do you want to be when you grow up? _____

Parent / Guardian Signature: _____

Parents/Guardians by signing this, you understand that if your child wins, BCRC will publish your child's FIRST NAME, AGE and a copy of their winning project in the semi-annual newsletter. If you have any questions or concerns, please call (219) 764-9500.



Striving to be Drug Free
for a Safe Industry



6050 Southport Road, Suite B
Portage, IN 46368



BCRC texting service, (219) 355-2810
add us to your contacts!

PERSPECTIVES

An AllOne Health Company

Your EAP are available 24/7 at
800-456-6327 or www.perspectivesltd.com

Striving to be Drug Free
for a Safe Industry



Building & Construction Resource Center

(219) 764-9500 • (877) 988-5400

6050 Southport Road, Suite B • Portage, IN 46368

Email: info@bcrcnet.com

Hours: Monday-Friday 7:00 a.m. - 4:30 p.m.

COMPLETE BCRC INFO

Including Collection Site Locations & Hours
On the web at www.BCRCNET.com



Send Your Prescription to the MRO by
Fax: (385) 549-8622 • Email: myrx@wfqa.com
<http://training.wfqa.com/rxInstructions.pdf>

The BCRC office will be
closed on the following
days in observance of
the holidays!



December 25, 2023
January 1, 2024

