

Striving to be Drug Free
for a Safe Industry



**** Non-Compliant Events ****

Member is allowed three (3) non-compliant events in a rolling twelve (12) month period. If a Member reaches three (3) non-compliant events in a rolling twelve (12) months, Member is to be removed from the BCRC program for one (1) year from the date of the third non-compliant event.

- Non-negative (Positive) Test for Drugs or Alcohol to Include Any Retesting or Follow Up Testing
- Unauthorized Non-negative (Positive) Test
- Late Random with Prior First Occurrence Clause
- Late Return to Duty
- Late Diluted Retest
- Missing a Follow Up
- Refusal to Test
- Walk Out
- Out of Temperature (With No Second Observed Collection)
- Second Diluted Specimen (With No Valid Medical Reason)
- Adulterated Specimen
- Substituted Specimen
- Insufficient Specimen (With No Valid Medical Reason)
- Flushing Toilet, Washing Hands or Anything a Member Does That Violates Procedures
- Any Other Act of Omission as Determined by BCRC

****Diluted Specimen****

Initial diluted specimens will require the Member to return to the collection site within forty-eight (48) hours of being contacted by the BCRC to provide another specimen. The second specimen will be collected under the observed collection protocol and will be on the Employee's own time. The Employee should avoid excessive consumption of liquids.



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****Brand New Members to BCRC****

If a New Employee/Applicant provides an initial test that is a non-negative (positive) the Local Union/Company must decide if they are keeping the Member. If the Member is being retained by the Employer or in the Local Union:

BCRC will pay for the initial test and the initial EAP consultation.

Member, Contractor or Local Union must pay BEFORE taking any of the following:

- Return to Duty Test
- All Follow Up Tests
- Any EAP Recommended Tests

PAYMENT MUST BE CASH, CASHIER'S CHECK OR MONEY ORDER FROM MEMBERS OR BY CHECK FROM EMPLOYERS OR LOCAL UNIONS.

****Payment for Testing****

A Member, Employer or Local Union will be billed for the following:

Department Of Transportation (DOT) –

- Pre-employment Testing
- Return to Duty Testing
- Follow Up Testing

Industrial Cleaning –

- Pre-employment Testing
- Reinstatement Testing

Pre-screening Testing of Applicants –

- Apprenticeship Pre-screening



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New BCRC Applicant With a Non-negative (positive) Initial Test

Return to Duty Tests

Follow Up Tests

Any Subsequent EAP Recommended Testing

Unauthorized/Unnecessary Tests

Late Random Without Calling BCRC First

Testing on a Clear Status

Crane Certifications

Testing for Employer Required Time Frame

Retest of Disputed Specimen

Any Other Tests BCRC Determines, in its Sole Discretion Are Unauthorized

IF MEMBER DOES NOT PAY WITHIN 30 DAYS STATUS WILL BE MADE N/A UNTIL PAYMENT IS RECEIVED.

IF EMPLOYER DOES NOT REMIT PAYMENT CARD MANAGER PRIVILEGES WILL BE TERMINATED.

ANY PAYMENTS NOT RECEIVED WITHIN THIRTY (30) DAYS WILL BE SUBJECT TO COLLECTIONS AND ATTORNEY FEES.

****Status Confirmation****

An Employer is only allowed to check the status of:

Current Employees/Members That Are Employed by Them

Prospective Employees/Members Sent to Them by a Local Union

If an Employer is audited and they are checking statuses of Employees/Members not employed by them and not sent to them by a Local Union, Card Manager privileges will be restricted and/or terminated.





****Reporting Test Results to Employers****

ALL DOT test results will be reported to the Employee's Employer.

All non-negative (positive) test results will be reported to the Owner in compliance with approved BCRC On-Site Testing Addenda.

BCRC has the right to provide test results of Post-Accident/Incident and Probable Cause Tests to the Employer that requested such testing.

