

# BCD&A Drug & Alcohol Program Society

*A Society of Construction Labour Relations Association of B.C. & Bargaining Council of British Columbia  
Building Trade Unions*

97 Sixth Street, New Westminster, BC V3L 5H8

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February 22, 2024

Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy  
Interpretation Bulletin

**Re: Additional Return to Duty Services to Be Provided by CannAmm on a Trial Basis for 2024**

The BCD&A Drug and Alcohol Program Society has agreed to retain CannAmm Occupational Testing Services ("CannAmm") on a trial basis from January 1, 2024, to December 31, 2024, to provide return to duty services for workers who test positive for substance use after a post-accident or reasonable suspicion test. These additional return to duty services will be in addition to CannAmm's current responsibilities as the program's Third-Party Administrator (TPA) that supports the Construction Industry of British Columbia Substance Abuse Testing and Treatment Program Policy (the "Policy").

CannAmm's additional return to duty processes will strengthen the process detailed within the Policy and heighten the support for workers who have tested positive for substance use after a post-accident or reasonable suspicion test. Following a positive test, CannAmm's Return to Duty Services (RTDS) team will arrange for certified Substance Abuse Professionals (SAPs) to assess whether the employee does in fact have a substance use disorder and recommend the best course of action. When the employee has complied with all recommendations, CannAmm will arrange for a Return to Duty (RTD) test before the worker returns for duty in safety-sensitive positions.

## **CannAmm Return to Duty Policy Procedure**

The following outlines the procedure for handling cases where a Union Member tests positive for substance use, as managed by CannAmm's RTDS team.

1. **Initial Test and Eligibility:** The process is initiated when a Union Member tests positive for substance use. The eligibility to proceed with the following steps requires that the Employer is a participating member (i.e., pays into the Society) and the test is conducted either post-accident or due to reasonable suspicion.
2. **Notification:** CannAmm's RTDS team sends a standard member Policy non-compliance notice to the Union, the Employer Communicators, and the Member (if email address is on file).
3. **Member Contacted and Substance Abuse Professional (SAP) Assessment Arrangement:** The RTDS team contacts the Member by phone to discuss their non-compliance status and arrange a SAP assessment. The Member must be reachable, cooperative, and linked to a participating Employer/Union/job site to move forward.
4. **Substance Abuse Professional (SAP) Assessment Scheduling:** A SAP assessment is scheduled by the RTDS team, requiring the Member's cooperation in attending the SAP assessment.

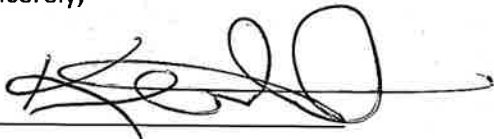
5. **Substance Abuse Professional (SAP) Assessment and Recommendations:** Post-assessment SAP assessment, the Union representative and the Member receive the SAP assessment recommendations. SAP recommendations vary based on whether a substance use disorder is identified or not, specifically whether Follow Up Testing is included.
6. **Return to Duty Test:** A Return to Duty test is booked by the RTDS team once any proceeding SAP recommendations have been satisfied (as applicable).
7. **Compliance Status Communication:** The Member's compliance status is communicated to the Union, the Employer Communicators, and the Member.
8. **Return to Work:** The Member becomes eligible to return to work with the Contractor or for dispatch under the Policy, contingent upon successfully completing the above steps and conditions.

This procedure ensures a systematic and fair approach to handling substance use cases within the Policy, with clear steps for communication, assessment, and resolution with the Member, Union and Contractor.

The BCD&A Drug and Alcohol Program Society will be monitoring the processes of CannAmm's return to duty services throughout the trial period and will continue to make changes necessary to ensure the processes in the Policy are functioning at the highest level of performance.

CannAmm may be reached at 1-800-440-0023, if you have any questions about the details of return to duty services.

Sincerely,

A handwritten signature in black ink, appearing to be 'Ken McCormack', written over a horizontal line.

Ken McCormack  
President

Sincerely,

A handwritten signature in black ink, appearing to be 'Jeff Chapman', written over a horizontal line.

Jeff Chapman  
Vice President