



# Pipe Fitting Council of Greater Chicago

Labor Management Cooperation Committee

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To: All Local Union 597 Members

Effective January 1, 2017, the LU 597/MCA Substance Abuse Testing and Treatment Policy and the companion Exhibits have been amended. The amendments include the following:

**Post-Accident Testing:** Employees shall be required to take an Illegal/Unauthorized Drug and/or Alcohol test after having been involved in an Accident wherein there is reasonable possibility that drug or alcohol use contributed to the injury, Testing of Employees will be consistently and equally applied to all Employees. Illegal/Unauthorized Drug and/or Alcohol testing by use of blood will only be used for post-accident testing and only when the Employee is unable to provide a normal urine drug and/or breath screen.

**Periodic Testing:** All Employees will be part of a second pool in which three percent (3%) of the participants will be selected for testing each year. Participants in this three percent (3%) pool can be selected for testing at any time even if they have been selected recently for Random testing (32% pool). All apprentices shall be included in this Periodic testing (3% pool) after their first year, but not Random testing (32% pool). Additionally, A Periodic drug test will be required of all Employees who have not been otherwise tested within a 36 month period.

**SPECIMEN ANALYSIS:** All samples collected under this Policy will be analyzed by a SAMHSA certified laboratory, and shall include an initial Enzyme Multiplied Immunoassay Screening Test (EMIT) and, when necessary, confirmed by a Gas Chromatography/Mass Spectrometry (GC/MS) Confirmation Test. Said testing must screen, at a minimum, for the following substances and below the following levels to result in a Negative Test Result:

Drugs Tested	(EMIT) Initial Test Cut-Off Level (ng/ml)	(GC/MS) Confirmation Test Cut-Off Level (ng/ml)
Amphetamines/Methamphetamines/MDMA*	500	250
Barbiturates	300	200
Benzodiazepines	300	200
Cannabinoids (Marijuana - THC)*	50	15
Cocaine Metabolite*	150	100
Methadone	300	200
Methaqualone	300	200

(over)

Opiates*		
(i) Codeine/Morphine	2,000	2,000
(ii) Heroin	10	10
Phencyclidine (PCP)*	25	25
Propoxyphene	300	200
Breath/Blood Alcohol Content (BAC)	.04%	.04%

\* Cut-off levels meet those established by the Department of Health and Human Services in their mandatory Guidelines for Federal Workplace Drug Testing Programs (DHHS/DOT). In the event the DHHS/DOT drugs and cut-off levels are amended, the Policy will be amended accordingly.

For any 597 member who has questions about the Policy, or the recent amendments, you may contact the Pipe Fitters Local 597 Hall at 312-829-4191. You can download the Policy, Exhibits, and Frequently Asked Questions at <http://www.pf597.org/membership/substance-abuse-program/>.