

The following is to be shared via safety meetings, payroll stuffers, union meetings and other means to distribute throughout the Wall and Ceiling Industry.

Walls and Ceilings Industry Employee:

Through the various Associated Wall and Ceiling Contractor labor agreements, all employees, owners, and managers are bound to our drug free workplace policy. This policy is based on regular testing, watchfulness, and education to help keep our jobsites safe and to provide support for those who need it. The goal of this policy, like all our safety policies, is to have everyone leave the jobsite safe at the end of the day.

The policy is reviewed regularly and updated when appropriate. In response to changes in state laws and in the community at large, the Joint Labor/Management Committee is amending the Walls & Ceilings Industry Drug-Free Workplace Policy & Administrative Rules effective 10/1/2022.

The policy amendments incorporate individual choices regarding THC reporting. The choices are listed on the Services Request form which requests testing.

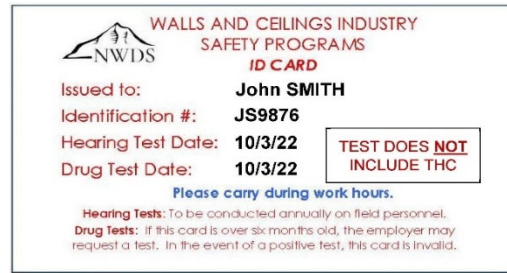
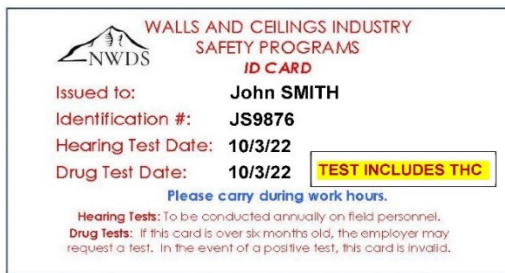
- THC REPORTING REQUIRED
- THC REPORTING REQUESTED BY EMPLOYEE
- THC REPORTING NOT REQUIRED/REQUESTED

APPLICANT/EMPLOYEE SIGNATURE: _____

If a jobsite requires testing which includes THC, the Walls & Ceilings Industry employer will ask the union dispatcher to send a member who will acknowledge this requirement by signing the Services Request form below “THC REPORTING REQUIRED.” Continued assignment to that jobsite is contingent upon being THC-free.

If an employee would prefer to be tested for THC regardless of whether a specific jobsite requires it (for instance, to have a card which gives maximum flexibility for job assignments), the employee will sign below “THC REPORTING REQUESTED BY EMPLOYEE.”

When THC testing is neither required by the jobsite nor requested by the employee, the employee will sign below “THC REPORTING NOT REQUIRED/REQUESTED.” Drug-free workplace ID cards will reflect these choices:



Once an employee has signed the Services Request form, the employer transmits a copy to the Program Administrator, Northwest Drug-Safe. The Program Administrator retains the form as documentation of employee acknowledgment and keeps a confidential database of who should receive which type of card.

Please note that while testing for THC is mandatory after accidents and in reasonable suspicion of possible impairment, such testing will utilize oral fluid where practical. This type of analysis can help determine use of THC in the previous 24 hours versus longer periods for urine-based testing. However, collections for oral fluid lab analysis are not generally available outside of the Portland Metro area. In other areas, the traditional urine test may be the only practical tool in post accident and reasonable suspicion cases. The goal of these evolving policies continues to be to provide flexibility while keeping job sites safe.

The new procedures will begin on October 3, 2022. Please contact your employer’s safety manager or your union representative with any questions you may have.