



Construction Data Services

AN INTERNATIONAL ON-SITE DRUG TESTING, SAFETY & MEDICAL MANAGEMENT COMPANY

THE PIPE FITTING COUNCIL OF GREATER CHICAGO SUBSTANCE ABUSE TESTING AND TREATMENT PROGRAM POLICY REINSTATEMENT REQUIREMENTS

As a result of your confirmed positive drug or alcohol test or other violation of the Policy you have a Non-compliant Status. While you are in this Status you are disqualified for employment until the following conditions have been met:

A. Completion of a Substance Abuse Assessment, Rehabilitation and/or Treatment Program

1. You should contact LU 597's Employee Assistance Program (EAP), Supportline at 888-881-5462 immediately to begin this process because:
 - a. Your failure to promptly seek and enroll in a substance abuse assessment, rehabilitation or treatment program, or
 - b. Your failure to participate in an approved assistance program, or
 - c. Your abandonment of a treatment program prior to completion and/or being properly released, will disqualify you for employment.
2. You must provide evidence to CDS of your completion, or release from an approved substance abuse counseling assessment, rehabilitation or treatment program prior to taking your return-to-work drug test.

B. A Negative Return to Work Drug and Alcohol Test

Upon the completion of your substance abuse assessment, rehabilitation or treatment program and completion of consequences for violation of the Substance Abuse Testing and Treatment Program Policy, you will be required to successfully pass a return-to-work drug and/or alcohol test.

You must contact the CDS Dispatcher at 1-800-439-1454 to obtain the nearest collection site to you to provide a return-to-work test. You must give the collection site a **\$50.00 money order or cashiers check (no cash or checks) made payable to Construction Data Services**. You should contact CDS the next business day after taking your test and ask for the results. If you have a negative test result, your eligibility status will be changed to Compliant. You are responsible for immediately contacting your employer after receiving a negative test result to determine if there is work available with your employer.

C. Completion of Consequences for Violation of the Substance Abuse Testing Policy

Refer to the Substance Abuse Testing and Treatment Policy for Consequences of Violations.

D. Probationary Status

Upon completion of any Reinstatement Requirements, you can be returned to a Compliant Status and will be eligible for employment under a probationary status. While under probationary status, you will be subject to additional random testing for a period of not less than six (6) months and not greater than twelve (12) months.

Employee signature

Union Card Number

Date

Employee PRINTED name

Employer

Witnessed by

Date