



STRIVING TO BE DRUG FREE FOR A SAFE INDUSTRY

June 14, 2022

Happy Summer to Everyone,

This correspondence is intended to provide a brief overview of new BCRC Policy changes, why the BCRC Board made those changes along with the services provided to all Members of the BCRC Drug & Alcohol Program.

BCRC was created with the intent to provide services to all Members/Participants while giving members of the Northwest Indiana Business RoundTable (NWIBRT) such as ArcelorMittal R&D, BP Whiting, Cleveland-Cliffs Inc., Franciscan Health, NIPSCO, SunCoke, US Steel and signatory Employers and Local Unions the ability through the Employer Portal to verify an employee's BCRC status with the strictest confidentiality and limiting the information to the Member's availability only. The value of the services provided by BCRC to Participants and Employers is recognized by many Owners in northwest Indiana resulting in BCRC becoming their preferred provider (in some cases their only provider) for drug and alcohol screening and are further recognized by NWIBRT as they continue "initiating the revised BCRC Substance Abuse Policy and play an ongoing role in seeking and identifying further improvements to its guidelines."

By becoming a part of a Program with these distinctions, many Employers realize a huge advantage with job-site compliance and insurance related concerns while still providing for the well-being of their Employees and the industry. Our program meets or exceeds requirements in municipal bid specifications. This allows our Participants portability of employment and saves our Contractors the expense of developing a substance program of their own. Unlike many other programs, the BCRC provides for and absorbs the cost of an Employee Assistance Program that can offer our Participants and their families access to numerous lines of advice and counseling, from simple financial education to some legal advice to grief counseling and more. Almost anything the EAP can do to help our Participants stay focused at work and avoid accidents or injury is offered through the BCRC. Everyone goes to work with the hope of returning home safely to their loved ones, which is the sole purpose of the BCRC program. "STRIVING TO BE DRUG FREE FOR A SAFE INDUSTRY" is not just a slogan, it is our mission.

The BCRC Board of Directors is, by design and through the by-laws, comprised of 15 Contractor representatives and 15 Union representatives. The Board works diligently together to make the BCRC program relevant in meeting the needs of the industry and our members to keep our industry safe, while protecting our jobs and privacy. Recently, the BCRC Board of Directors, with equal representation and by unanimous decision, proactively and competently passed Policy changes to enhance the Program and keep BCRC as the standard for substance abuse testing in the construction industry.

Promoting the Safety and Well-Being of Employees in the Workplace

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These enhancements to the Program are a result of multiple requests from Owners, and some Contractors, wanting our Members/Participants to have been tested within the last 12 months. In order to maintain continuity and centralized testing, the Board began investigating the option. The Board determined that restructuring the BCRC Program to accommodate these new testing requirements would be the best way to ensure that our Unions and our Contractors would set the Policy thereby protecting the confidentiality of the results and the integrity of the testing process from start to finish.

The Policy change will go from a rolling twenty-four-month testing window to a rolling twelve-month testing window. The BCRC Policy will now read, in-part, “No Employee will be required to submit to a random test more than twice (2) in a twelve (12) month rolling period, unless chosen for an On-Site Random test. An Employee can be selected for an On-Site Random test every calendar month. All Employees will be selected for random testing at least once **in a rolling twelve (12) month period.**”

This change has reset the BCRC Program dates as of May 1st, 2022. Going forward the rolling 12 months started with those members who got selected in the May 2022 random.

In response to the many questions regarding the May and June random selections, I will attempt to translate the explanation our software programmers have offered.

BCRC will increase the number of randoms within the following four to five months to get every member of BCRC into compliance of having been tested at least once within the last 12 months. The new policy change took effect starting with May’s random selections basically resetting members to the 12-month cycle. Due to the change implementation and the time constraints, we are expecting to become compliant, the date tabs utilized to create each random selection for the May, June, July, and August random selections will create overlaps and will result in some Participants being selected in **back-to-back randoms or being selected 3 times in the last rolling twelve months.** This is unavoidable and has resulted in BCRC Staff (including myself) being selected in back-to-back months.

XSYS is making every effort to avoid duplicating tests, however with our normal random and our normal renewals the rollover of the date tabs is cumbersome and difficult to track given the number of participants (nearly 14,000). It is also cost prohibitive to test more Participants than absolutely necessary to accurately and effectively enact the Policy change.

In short, the Board of Directors and the BCRC Staff realize that addressing the concerns of the industry in a proactive manner will allow us to control the future of the Program and protect the vested interests of our Participants, our Unions, and our Contractors.

Please rest assured we are making every effort to keep this transition manageable.

The Staff at BCRC is knowledgeable, professional, and courteous and, as always, more than willing to provide assistance in answering any questions you may have so feel free to contact us with any comments or concerns.

Thank you for your understanding and continued support of the BCRC Program.



Tish Roach
Executive Director
BCRC Administrator Inc.