

**SunCoke – Indiana Harbor**

**BCRC Onsite Substance Abuse Testing**

**Addendum**

**Effective December 29, 2016**

1) BCRC Administrator, Inc. will cover all outside contractors, non-bargaining personnel, and/or safety personnel working at heavy industrial facilities, light industrial facilities, health care facilities, and/or any public or private entity in Northwest Indiana for the purpose of substance testing, tracking and administration under the terms of this Addendum to the BCRC Policy. Testing will include random onsite testing, post-incident testing, probable cause testing and follow-up testing when required.

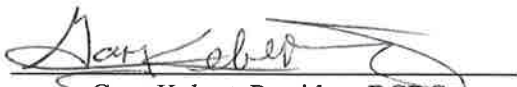
2) BCRC will identify to the Employer's and/or Owner's Designated Employer Representative (DER) anyone that has a non-negative (positive) test result, including walkouts or refusals to test, at the facilities where this amendment is adopted. Said participant would be "Not Available" (N/A) for employment at that facility until the participant has contacted the EAP for evaluation and to receive instructions on how to resolve their "N/A" status. If the result of the participant's return-to-duty test is negative and he/she is and continues to comply with all the follow up testing protocol as outlined in the BCRC program the participant will be allowed to return to work. BCRC Administrator will identify anyone that has two confirmed non-negative (positive) tests, to include walkouts or refusal to test, at this facility to the Employer's/Owner's DER.

3) The Employer/Owner will provide BCRC with a list or "pool" from which random selections will be drawn. This list will consist only of Participants physically on the Owner's site on the day the random selection is requested. The BCRC will notify the Employers/Owners DER or Card Manager of the random testing selections. Upon notification the selected participant has one hour plus travel time to report to an approved BCRC testing facility. Notification will be given during the same shift for which the pool was submitted and a minimum of two hours prior to the end of the participant's shift plus swipe time. Although no stipend will be paid, the test will count as a random test in the normal BCRC policy.

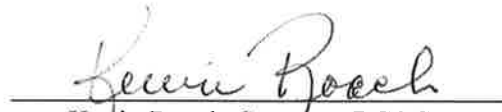
4) Employers and Owners will be assigned a code number for access to the BCRC e-mail system for verification of availability of participants in their facility and internal auditing requirements.

5) Employers/Owners who require tests to be current within a specified time frame will be obligated for the administration, implementation and cost of these tests since these tests are not consistent with the BCRC Policy.

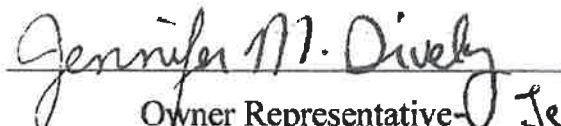
Example: Owner "A" requires that all employees have a drug screen within the last one hundred eighty days (180). Any employee that must test to be in compliance can do so provided it is not a violation of the applicable Collective Bargaining Agreement. This test will not be at the expense of BCRC.

  
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Gary Kebert, President BCRC

December 29, 2016  
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Date

  
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Keyin Roach, Secretary BCRC

December 29, 2016  
\_\_\_\_\_  
Date

  
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Owner Representative - Jennifer Dively, Safety Manager

December 8, 2016  
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Date