

## Implementation of Our Drug-Free Workplace Program

# Sheet Metal Northwest Anti-Drug Program

Date: June 1, 2005

Sheet Metal Workers Local #66 and SMACNA – Western Washington are pleased to announce the establishment and implementation of the Sheet Metal Northwest Anti-Drug Program (SNAP) – a comprehensive drug-free workplace program for the union sheet metal industry in Western Washington.

Together, we are committed to protecting the safety, health and well-being of sheet metal workers and all people who come into contact with them on worksites and property and/or use the products and services provided.

We recognize that drug and alcohol abuse poses a direct and significant threat to this goal, and to the goal of a productive and efficient working environment in which all employees have an opportunity to reach their full potential. Thus, SNAP has been developed and adopted to establish certainty and control in all program components – so that application and administration will be predictable, consistent and equitable for all of our affected workers.

The foundation of our program is to offer a helping hand to our employees who suffer from drug and alcohol problems while clearly communicating that the abuse of drugs and alcohol can not be tolerated in this day and age. We have contracted with an employee assistance program (EAP) to help our participating employees and their families access the appropriate services to help them deal with drug and alcohol problems before these problems affect their employment status.

We are proud to state that our program contains substantial safeguards to protect employee's individual rights and to assure the accuracy and integrity of the program. Participation and testing is required of all bargaining unit members and non-bargaining employees (including owners) who meet specified definitions. Baseline tests for all affected employees were conducted in April, 2005. Beginning June 1, 2005, all participating job applicants are being tested and participating employees are subject to reasonable suspicion, post-accident, follow-up/post treatment and computer lottery testing on a monthly basis.

The SNAP Administrative Guide and other important information are available online at [snap.drugfreebusiness.org](http://snap.drugfreebusiness.org). For additional information, you may contact our program administrator, Drug Free Business via email at [snap@drugfreebusiness.org](mailto:snap@drugfreebusiness.org) or via phone at (800) 598-3437.

It is important that we all work together to establish and maintain a work environment free from the effects of drug and alcohol abuse.

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