



CAWP Labor Bulletin #13-24

August 28, 2024

CAWP Labor Agreement - Drug and Alcohol Testing and Disruptive Employee Provisions

The Association would like to remind you of two important provisions included in the CAWP Labor Agreement concerning how to address **Drug and Alcohol Test Results** and **Disruptive Employees**.

Drug and Alcohol Testing Results

For violations of the Drug and Alcohol Abuse Program, CAWP Contractors should:

- Send a letter or email, along with proof of a confirmed positive test result, notifying the applicable Union and CAWP within 24 hours of the termination/violation. If the individual refuses to take a drug or alcohol test, this shall be noted in the letter as test results will not be available.

Please note, that a positive test result indicates that the alcohol level was .04 BAC or above, and/or the laboratory and the Medical Review Officer (MRO) have confirmed an illegal/unauthorized drug(s) in the person's system.

For companies utilizing instant tests, a presumed positive sample must be sent for confirmation, or the individual must go to a laboratory/clinic for a confirmation test.

Disruptive Employees

In the event a CAWP Contractor terminates an employee for being disruptive, examples being lack of skill, lateness, absenteeism, unsafe work practices, or insubordination, a contractor should:

- Notify the applicable Union and CAWP of the violations by email or letter. The Association recommends the email/letter be sent within 48 hours of the termination/violation.

Sample letters and instructions for notifying the Union and CAWP of Drug and Alcohol Testing Violations or Disruptive Employees can be found [HERE](#).



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