

July 19, 2023

To: Alberta Building Trades Unions Business Managers

From: A/D Program Steering Committee (SC)

Re: Second Chance Consideration (SCC) Program

An Alcohol & Drug Steering Committee comprising of 8 individuals representing the Building Trades Unions, Registered Employer Organizations, General Presidents Maintenance Committee and Association of Maintenance Contractors of Canada was formed in June 2023.

Steering Committee Members:

Co-Chair-Amanda Stefanizyn/Local 92,
Delance Daviau/ Local 955
Shelley Klassen/ Local 488
Trent Valentine/ GPMC

Co-Chair-Joe McFadyen/ CLRA
Secretary-Sara Scott/BCA
Tim Brower/ECAA
Shandra Linder/AMCC

The Steering Committee is prepared to provide a Second Chance Consideration Program to certain eligible existing or former building trades union members, allowing them to restore their active status without moving forward through the typical A&D process. Certain criteria must be met by the individual (verification that it is a first-time violation occurring before August 31, 2021) and a Second Chance Consideration Agreement will need to be signed by both the respective Union and individual in order to proceed. Additional details are laid out in the Second Chance Consideration Agreement (attached).

This is a one-time offer for the eligible individuals and must be completed during the open period of September 1, 2023, and December 29, 2023. There will be no exceptions.

All costs related to the Second Chance Consideration Program will be funded by the individual.

The respective Unions will be responsible for identifying members / former members that may be eligible for the Second Chance Consideration Program. The Unions are under no obligation to offer the Program to any of their members / former members.

Signed by Co-Chairs of the Steering Committee

Date: July 14, 2023

For the Committee


Co-Chair

Amanda Stefanizyn


Co-Chair
Joe McFadyen

Second Chance Consideration (SCC) Agreement

Between

**REOs, AMCC and Building Trades Unions, GPMC (Participants)
A/D Program Steering Committee (SC)**

And

the Signatory Union and Member

1. Purpose

To facilitate a worker Second Chance Consideration (SCC) Program applicable to construction and/or maintenance employers, building trades unions, and the GPMC who have a shared interest in the health and safety of the workforce.

2. Commitment

The Steering Committee (SC) is prepared to provide to an existing or former building trades union member, who has experienced a single violation prior to August 31, 2021, and who did not address the violation by attending an SAE, the opportunity to return to the union workforce under certain established conditions as agreed to by the SC.

3. Terms of Conditions:

- a. The alcohol-drug violation as per the Canadian Model referenced in the applicable collective agreements must be the first violation for the worker and must have occurred prior to August 31, 2021.
- b. The union and worker must both sign the (SCC) Agreement and it must be signed during the open period. If both parties have not signed the SCC agreement during the open period, then the agreement is null and void.
- c. The open period is September 1, 2023 – December 29, 2023.
- d. The Return to Active Status Test (Return to Work Test), must be booked through Homewood Health and attended within 7 calendar days of the SCC agreement having been signed by the worker. The cost of the alcohol and drug test and the administration costs associated with the alcohol and drug test are the responsibility of the worker and must be paid at time of booking of the test.
- e. The worker must agree to be a member of the Rapid Site Access Program (RSAP) and remain a member for a period of 2 years from active status through the SCC agreement. The worker will then be permitted to withdraw from RSAP as per the RSAP Procedural Rules.

The undersigned agree to be bound by the terms of conditions as outlined in the Second Chance Consideration Agreement.

The undersigned also acknowledges that this agreement is not subject to a grievance or arbitration process contained in any of the applicable collective agreements between the parties.

Union Name/Local: _____

Member Name (Print): _____

Contact Info: 1. Cell Phone _____

2. Email: _____

Worker Signature: _____

Date Signed: _____

Business Manager or Designate: _____

Contact Info: 1. Cell Phone _____

2. Email _____

Signature: _____

Date Signed: _____

Step 1: The worker and union will sign the Second Chance Consideration Agreement with their Union Representative. Once the agreement has been signed by both parties the union will forward the signed copy to the service provider at rsap@homewoodhealth.com to verify eligibility to participate in the program.

Step 2: The service provider will contact the worker and confirm eligibility to participate and arrange for booking of "Return to Active Status Test", which will be utilized as their RSAP Enrollment Test. The worker will arrange for payment of the test prior to attending the collection site for the test. After the collection process is completed, the results will be released to the service provider.

Step 3: After confirmation of a negative test has been established, the service provider will contact the worker and the union via email confirming that the worker is active for dispatch. If the test result is confirmed as non-negative the worker will remain inactive for dispatch.

Step 4: As stated in the Second Chance Consideration Agreement, the worker must remain an RSAP member for 2 calendar years from the date of signing the agreement. The worker will be permitted to withdraw from RSAP after 2 calendar years as per the RSAP Procedural Rules withdrawal process.