

Northwest Ironworkers Trust Funds

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Administered by
Welfare & Pension Administration Service, Inc.

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**To: All Active Members of Local 86, Local 29 and Local 14
Northwest Ironworkers Drug Free Workplace (DFW) Program**

RE: IMPORTANT: Transition to IMPACT Drug Free Workforce Program

Effective January 1, 2025, the Northwest Ironworkers Health & Security Trust Fund will be terminating the Drug Free Workplace (DFW) Program and all drug testing required under the collective bargaining agreements will be transitioned to the Ironworkers Management Progressive Action Cooperative Trust (IMPACT) Drug Free Workforce program.

This means that effective January 1, 2025, employers will conduct their own employee drug testing. To the extent that an employer uses the IMPACT Drug Free Workforce program, your employer will need to download the IMPACT mobile app, enter your name, date of birth and book number or last 4 of SSN. The employer will then administer an oral swab test with kits that are provided by IMPACT. The IMPACT mobile app will take a picture of the oral test and produce a positive or negative result. In the case of a positive result, your result will need to be independently confirmed by a lab or by a follow-up test.

Please note that certain employers and certain job sites may require additional or alternative testing, such as urine testing or follicle testing. Additional or alternative testing may still include testing for marijuana. Employer additional or alternative testing will be administered by the employer independently of the IMPACT Drug Free Workforce program. You are responsible for complying with the employer's drug testing policy that applies to the job site.

FAQs Regarding Transition

1. Where can I find more information about the IMPACT DFW Program?

More information about the IMPACT DFW Program can be found at the following website:
<https://www.impact-net.org/member-programs/ironworkers/impact-drug-free-workforce>

Or by contacting your Local.

2. Is IMPACT prepared to go live with the drug testing program for Ironworkers Locals 14, 29, and 86 effective January 1, 2025?

Oral swab testing kits are available under the IMPACT program at this time. Any employer or Ironworkers Local should start the process of obtaining and learning how to administer oral swab testing now.

Setup requires the employer to provide names and email addresses of those individuals they would like to be set up to administer the testing.

3. How long do the IMPACT drug testing ID cards last?

Per the IMPACT guidelines, the IMPACT drug tests are good for one year from the date of the test.

4. If a 10 panel is conducted and positive for marijuana, does IMPACT refer the member for treatment?

No, there is no member referral for treatment for a positive marijuana test. However, there may be referrals for treatment for a positive marijuana test under an employer's additional or alternative testing.

5. If a 10 panel is conducted and positive for marijuana, does it appear as a positive and a negative in the IMPACT portal?

If a member were to fail specifically for marijuana, the status in the IMPACT system will show as "Need to Test", indicating that a test has not been passed or failed. Per the IMPACT guidelines, there is no member referral for treatment for a marijuana failure. However, there may be referrals for treatment for a positive marijuana test under an employer's additional or alternative testing.

6. Are pre-employment tests available under the IMPACT testing program?

Yes, pre-employment tests are available under the IMPACT testing program. During the testing process the pre-employment individual is required to provide a unique identifier to the individual administering the test. For members, the unique identifier is their union member number, for non-members the unique identifier is the last 4 of their Social Security Number.

7. Who is the contact for questions about positive test results and treatment referrals.

IMPACT contracts with a Medical Review Officer provided by OraSure. In the event of a positive oral swab test, the test must be confirmed by a lab. If the lab confirms a positive test result, the MRO will follow up with the employee. The MRO will be the point of contact to ensure the employee meets the return to duty requirements of the IMPACT guidelines.

8. Will members continue to receive their \$40 check from the Trust for testing?

No, members will no longer receive any funds from the Trust for testing.

9. Will members still receive a photo and ID card?

IMPACT does not take photos or issue cards. IMPACT provides a database (SMDS) which is available to designated representatives of either the employer or Local, where the member's status can be viewed.

10. How soon will test results be available on the IMPACT portal following use of the testing app?

If the result is negative, the test results are available immediately after the testing device is scanned by the app. If there is a non-negative test result, lab confirmation is required for a positive confirmation. In this case, the employer or Local must mail the testing device to the lab, which can take up to 48 hours to confirm the test.

If you have questions about these changes, please contact the Administration Office at 503-742-2410.

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