

NATIONAL MAINTENANCE AGREEMENTS POLICY COMMITTEE, INC.

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Impartial Secretary/CEO
Stephen R. Lindauer

The following constitutes an official action of the National Maintenance Agreements Policy Committee, Inc.:

Bulletin No. XVII – 2 * National Maintenance Agreement

Subject: Article XVII – Safety

Proper Compensation for Waiting Time Due to Non-Negative Substance Abuse Test

A number of questions have been raised from various parties to the National Maintenance Agreements relative to the proper compensation, if any, due an employee/applicant whose substance abuse test results are non-negative, and are subsequently determined to be negative after a more sophisticated analysis. The Committee has been asked to determine how the person in question is to be compensated.

Conclusion

The Committee concluded that an employee/applicant who has submitted a specimen for a screen and whose drug test ultimately results in “Current” (Negative, Compliant) status, **shall be compensated** for any time that his/her scheduled shift/shifts worked, while waiting for the final/confirmed result of the drug test, provided:

- a. The employee/applicant provides accurate contact information to the employer so he/she can be reached by the Medical Review Officer (MRO);
- b. The employee/applicant is available for contact by the MRO between 8 AM and 4 PM; and
- c. The employee/applicant provides the MRO with requested information.

Failure by the employee/applicant to comply with the above conditions will result in forfeiture of any waiting pay/allowance.

An employee/applicant whose ultimate substance abuse analysis results in a “Non-Current” (non-negative, out of compliance) **will not be compensated** for any waiting time incurred.

The Committee retains the right to address any grievance alleging misuse of this Bulletin either on behalf of the Employer or the employee.

Stephen R. Lindauer
Impartial Secretary/CEO



June 17, 2011

APPROVED

Re: NMAPC Meeting of 6-17-11
NMAPC Meeting of 6-2-09