



Western Maryland Joint Apprenticeship & Training Committee  
Electrical Workers Training Center  
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## **WESTERN MARYLAND JATC**

### **SUBSTANCE ABUSE POLICY**

All new apprentices will have mandatory drug testing before entering the program. If the test is positive he said apprentice will not be offered a position in the program. Cost of this test will be paid for by the committee. Any applicant testing positive can apply for apprenticeship openings in any future application period.

All active apprentices in the program will be subject to random drug testing during their apprenticeship period. Cost of this test will be paid for by the committee.

The committee reserves the right to have random drug testing and the number to be teste as they see fit to do so.

### **PENALITES FOR POSITIVE TEST RESULTS**

1. First test failure will result in complete suspension from the program for a minimum of 30 days from the date the test results are received. An apprentice can request a drug test any time after the 30 day suspension but not longer than 60 days after the 30 day suspension. The apprentice will also have their next pay raise delayed for 2 months. The requested test will be an observed test given by a testing facility named by the committee. Cost of this will be paid by the apprentice.
2. Second test failure will result in automatic dismissal. From the program at the time the test results are received.
3. The same penalties listed will be in effect for failure or refusal to take a test required by an employer.

Remember, refusal to take the test will be considered the same as a positive test result.

### **APPRENTICE RIGHTS**

In the case of positive results of any test, the effected apprentice or applicant shall be so advised by the Committee's Drug Coordinator on a confidential basis. The individual has the right to review his or her results, including the right to advise the Committee's Medical Review Office of any medication prescribed by their physician which may have affected the results of the test.