Construction Labour Relations
An Alberta Association
www.clra.org
Toll Free: (800) 450-7204
#201, 2725 - 12 Street N.E.
Calgary, Alberta T2E 7J2
Ph: (403) 250-7390
#203, 236 - 91 Street S.W.
Edmonton, Alberta T6X 1W8
Ph: (780) 451-5444
Fax: (780) 451-5447

PATHWAYS TO BETTER OUTCOMES
CHANGES TO THE CLR MANAGED PROGRAMS OF CEFAP, CASE MANAGEMENT & RSAP
Effective November 1, 2016

The Construction Employee Family Assistance Program (CEFAP), Case Management (CM) & Rapid Site Access Program (RSAP) are initiatives of Construction Labour Relations- An Alberta Association (CLR-A) and their Union Contractors that provides assistance to eligible workers in dealing with substance abuse issues in a variety of methods. The components of these three programs are as follows:

- **CEFAP** – employee family assistance counselling (personal issues), substance abuse expert assessments, residential treatment, related substance counselling
- **RSAP** – membership held by union members that facilitates immediate access to site, random testing
- **CM** – ongoing support in completion of recommendations after a Canadian Model violation

Participating Contractors and their workers may be eligible to the benefits of these Programs via mandatory (or voluntary) contributions remitted with the required employee data to our secure electronic web app for hours worked in the Alberta construction industry.

With many years of program experience, CLR-A sought the advice and recommendations of addiction experts to achieve a higher level of success and better outcomes for our program participants and we are now able to move forward with implementation of those recommendations. This document is intended to provide an overview of the changes and the associated timeframes where applicable. The revised funding eligibility time periods will be implemented over a three month period to grandfather existing files. Implementation dates will coincide with ECAA and BCA implementation.

A. Scheduling a Substance Abuse Expert Assessment <u>(note this directly relates D. Obligations of Employers)</u>

The current time period a worker has to schedule a Substance Abuse Expert Assessment is 120 days from the time of a *Canadian Model* violation.

Under the amended program, the time period a worker has to schedule a Substance Abuse Expert Assessment from the time of a Canadian Model violation will be:

- Effective **November 1, 2016** (up to November 30, 2016) - 90 days
- Effective **December 1, 2017** (up to December 31, 2016) – 60 days
- Effective **January 1, 2017** (forward) – 30 days

B. Funding of Services

Service/Benefit	Funding (Subject to Eligibility Determination)		
	1st Violation	2nd Violation	Subsequent Violations
Construction Employee Family Assistance Program			
Substance Abuse Expert (SAE) Assessment	100%	0%	0%
In-Patient Readiness Counselling • Applicable to dependent diagnosis only	100%	100%	0%
Resident Treatment	A maximum of $850 in any 12 month period		
Post Assessment Counselling (PAC)	100%	100%	0%
Rapid Site Access Program			
Enrollment Test	100%	100%	100%
Random Testing	100%	100%	100%
Case Management			
Case Management & Administration	100%	100%	0%
Testing	100%	0%	0%

C. Cost of Benefits for Workers

Workers responsible to fund the following benefits/services must provide funding in advance at the listed costs plus administrative fees. Totals will vary for workers based on their specific diagnosis and the resulting treatment recommendations.

D. Obligations of Employers

Employers have an obligation to complete and submit the Alcohol & Drug Policy Violation EReferral Form **immediately** following a violation.

The referral form is found on the CLR-A website at https://clra.org/form. The referral form must be completed with all relevant information including current contact information for the worker and a copy of the A&D Test results or indication of a refusal to test as workers are required to schedule their SAE Assessment within 30 days of their violation (or as stated in A. above).

In the event the Employer, or potential Employer in the circumstances of a failed pre-access test, doesn't submit the referral form within 30 days, **the Employer may be responsible for funding**.

Notification to the union from the Employer is completed via submission of the online EReferral form.