

BC Hydro has a requirement for contracts that involve the use of labour at BC Hydro work places to include a requirement for contractors to have an Alcohol and Drug (A&D) Policy and testing program in place. This Policy and testing program must meet or exceed minimum requirements set out by BC Hydro. These requirements are consistent with the policy BC Hydro has in place for our workers.

Why?

At BC Hydro, we believe that all injuries are preventable, and improving the level of safety for all workers at our worksites is important to everyone. We want to work with contractors that share this goal. We updated our A&D Policy in early 2015 to align with the many companies across Canada that are in high risk industries who have developed comprehensive alcohol and drug policies for their employees and contractors.

What does this mean for you?

Prior to bidding for work with BC Hydro, all contractors must have an A&D Policy and testing program in place. Alcohol and drug testing will apply to the following situations:

SITUATION	Safety Sensitive Position	Non Safety Sensitive Position
1. Pre-access / pre-employment	✓	✗
2. Reasonable Cause (suspicion)	✓	✗
3. Post Incident	✓	✓
4. Return to Work	✓	✓
5. Unannounced Random Testing	✗	✗

*Note: There will be no retroactive requirement for existing contracts.

What Must the Contractor's Testing Program Cover?

- Be founded on the principles of prevention and providing a safe workplace and be implemented fairly and without discrimination.
- Prohibit the use of impairing drugs or alcohol or the possession of drug paraphernalia in the workplace or impairment in the workplace.
- Apply to all Contractors' workers on site (where more than one contractor employer).
- Include provisions for subcontractors to have an equivalent program or be covered by the Contractor's program.
- Use certified testing facilities and agencies.
- Include scheduled reviews, updates and verifications of compliance.
- Include the provision of prompt reports to BC Hydro regarding any instances of non-compliance for Contractor and any subcontractors.
- Include provisions that respect any duty to accommodate in the case of alcohol or drug dependence.
- Include provisions for training supervisors in the application of the policy.

Further Information & Questions

For questions about BC Hydro's implementation of Alcohol & Drug Testing requirement, please email:
Safety.ContractorManagement@bchydro.com

For additional information on A&D policies, please visit the below sites:

Construction Labour Relations Association of BC:
<https://www.clra-bc.com/services/drug-alcohol-policy/>

Canadian Model for Providing a Safe Workplace Best Practice Guideline
<http://www.coaa.ab.ca/safety/CanadianModel.aspx>