

June 30, 2016

TO: ALL PARTICIPANTS OF THE NECA/IBEW DRUG-FREE WORKFORCE PROGRAM

FROM: BOARD OF TRUSTEES

RE: REVISED SUMMARY PLAN DESCRIPTION

Enclosed is an updated copy of the Drug Testing Program Description as of **July 1, 2016**

Please take the time to read through this booklet to re-familiarize yourself with the Program requirements and procedures as there have been a series of modifications to the Program since its last printing in 2010.

The most notable changes appear as follows:

<u>Page</u>	<u>Section</u>
3	Illicit Drugs
8	Return to Work Test
16-18	Drug-Free Workforce Program thru Claim and Appeal Rules

As a reminder, Birthday Tests must be taken within the calendar month in which the birthday day falls and that it is the Employee's responsibility to meet this deadline even though the Medical Review Office will be expected to send a reminder notice at the very beginning of the month.

Further, please keep in mind that in order to qualify for the \$50 wellness benefit for a negative test result (applicable to only authorized tests under the Program) the participant must be covered under Plan A or Plan B at the time the test was conducted.

One last important note, everyone affiliated with this Program should be very proud of its continued success as only **0.8%** of approximately 3,700 tests administered in 2015 were positive. We have now had 18 strong years of promoting a drug-free environment with a Program that has been recognized as a model for many others which have been created around the country.

If there are any questions relative to the enclosed booklet or the Drug Testing Program, or you wish to receive a copy in Spanish, please contact the Trust Office (x-310).

Thank you and please keep up the strong support for maintaining a safe workplace.

Reverso en Español