Notice of the USVI-Drug Free Workplace Alliance (DFWPA)

The affiliates of Hovensa LLC, Pinnacle Services, LLC,AFL-CIO, along with Owners and participating Companies of the U.S. Virgin Islands Drug Free Workplace Alliance, herein USVI-DFWPA are committed to providing a safe work place for those working within the U.S. Virgin Islands. A workplace unencumbered by the influences of illegal/controlled drugs and alcohol is necessary to assure this goal. Cooperative effort is needed to overcome the adverse impact of substance abuse on workplace safety, productivity, and quality of work. As a result of that effort, Pinnacle Services, LLC, in conjunction with Alpha Pro Solutions, Inc. (APSINC) have developed the U.S.Virgin Islands Drug Free Workplace Alliance (USVI-DFWPA). The USVI-DFWPA establishes a single minimum testing standard to be utilized to conduct testing for illegal/controlled drugs, substances and alcohol on participating-member job sites. The USVI-DFWPA applies to all employees and potential employees of participating member job sites, hereafter “Alliance Members” at all tiers, including bargaining unit and non-bargaining unit employees.

The mark of a successful drug-free workplace program also depends on how well employees are informed of the hazards of drug use. Equally important is the assurance to employees that personal dignity and privacy will be respected in reaching the goal of a drug-free workplace. Therefore, this plan includes policies and procedures for: (1) employee assistance; (2) supervisory training; (3) employee education; and (4) identification of illegal/controlled drug use through drug testing on a carefully controlled and monitored basis.

Only employees who are listed in the national database maintained by Pinnacle Services as “Active” may be employed for work on a project requiring this USVI-DFWPA.

A potential employee who has provided an initial drug test specimen will be eligible for employment pending the results of the initial drug test. If an employee member's initial drug test specimen displays positive test cup result. the employee will be classified as “Inactive” until the drug test results are received from the laboratory and confirmed by the C-MRO .

Participating Owners and Alliance Members may refuse access to Owner property “Inactive” employee members. An “Active” employee member is eligible for access to an Owner's property under the USVI-DFWPA. However, an Owner may deny access without regard to that eligibility.

This USVI-DFWPA permits an owner or contractor to require specimen collection under direct observation. It is the responsibility of the owner or contractor to verify that specimen collection under direct observation is permitted by governing local, state, and federal law.

The full and complete details of the DFWPA may be found in the DFWPA Program Handbook. You may request a copy of the program handbook from the DFWPA Administrator or obtain a copy online at www.pinnaclevi.com.