



INTERNATIONAL UNION OF
OPERATING ENGINEERS

RONALD J. SIKORSKI
Business Manager
and
General Vice President

September 20, 2019

Richard Lambros, Interim Executive Director
Engineering Contractors Associations, Inc.
2390 E. Orangewood Avenue, Suite 585
Anaheim, California 92806

Re: MOU for Testing Policy for Drug Abuse

Dear Mr. Lambros:

Enclosed is an executed copy of the MOU Testing Policy for Drug Abuse for Engineering Contractors Association, Inc./San Diego and an executed copy for Engineering Contractors Association, Inc. for your files.

If you have any questions, please contact my office.

Very truly yours,

Dan E. Hawn
President
I.U.O.E., Local Union No. 12

DEH:ks
Enclosures

MEMORANDUM
OF
UNDERSTANDING

Pursuant to the testing policy for Drug Abuse between the International Union of Operating Engineers, Local Union No. 12 and Engineering Contractors Association, Inc., has agreed to add the following language in Paragraph and new cutoff levels in Appendix A.

Paragraph 5 (b), will read as follows:

b. "An employer may request an applicant to perform an alcohol breathalyzer test, at a certified laboratory only and cutoff levels shall be those mandated by applicable state or federal law".

Appendix A – new cutoff levels – see attached.

Agreed to this 1st day of July, 2019.

ENGINEERING CONTRACTORS
ASSOCIATION, INC.


Richard Lambros, Interim Executive Dir.

INTERNATIONAL UNION OF
OPERATING ENGINEERS, LOCAL
UNION NO. 12


Ronald J. Sikorski, Business Manager


Dan E. Hawn, President


Shawn Kinsey, Financial Secretary

MEMORANDUM
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Pursuant to the testing policy for Drug Abuse between the International Union of Operating Engineers, Local Union No. 12 and Engineering Contractors Association, Inc./San Diego has agreed to add the following language in Paragraph and new cutoff levels in Appendix A.

Paragraph 5 (b), will read as follows:

b. "An employer may request an applicant to perform an alcohol breathalyzer test, at a certified laboratory only and cutoff levels shall be those mandated by applicable state or federal law".

Appendix A – new cutoff levels – see attached.

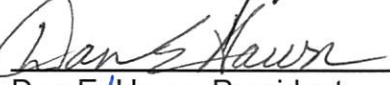
Agreed to this 1st day of July, 2019.

ENGINEERING CONTRACTORS
ASSOCIATION, INC./SAN DIEGO


Richard Lambros, Interim Executive Dir.

INTERNATIONAL UNION OF
OPERATING ENGINEERS,
UNION NO. 12


Ronald J. Sikorski, Business Manager


Dan E. Hawn, President


Shawn Kinsey, Financial Secretary

RECEIVED
SEP 25 2019
By _____