

Striving to be Drug Free  
for a Safe Industry

# BCRC



Summer 2024

## NEWSLETTER

*Building & Construction Resource Center, Inc.*

### In this issue...

- C: Summer Hydration
- 2: Pop-Up Collection Sites
- 3: Create On-line Account
- 4: Q & A
- 5: Q & A Continued
- 6: Hydration & Coloring Contest Winners
- 7: Virtual Counseling
- B: Closure Dates

### THE TESTING PROCESS STARTS AT SIGN-IN.

**IF YOU LEAVE BEFORE COMPLETING THE URINE DRUG SCREEN, THIS IS A NON-COMPLIANT EVENT.**

**IT IS YOUR RESPONSIBILITY TO CONTACT BCRC ASAP.**

## SUMMER HYDRATION WARNING

The "Dog Days of Summer" are again upon us. As we continue to see record setting temperatures, humidity levels, and real feel temperatures. BCRC would like to remind everyone to continue to consume plenty of water or other hydration supplements to help avoid overheating, heat exhaustion.....

# Stay hydrated

or worse, heat stroke. **It is also helpful to keep this in mind especially during the BCRC random or any substance testing process.**

- Dilute specimen means a specimen with creatinine and specific gravity values that are not consistent with medical expectations for human urine.
- Urine Creatinine is a waste product that's produced by your muscles. It's made during the breakdown of creatine, an amino acid. Your kidneys remove creatinine through the urine. The amount of creatinine in your urine indicates its concentration.
- Urine Specific Gravity indicates the concentration of urine. It compares the water content to the number of substances in the urine.

## IS IT POSSIBLE TO PREVENT DILUTION IN URINE TESTS?

Tips for avoiding a diluted specimen on a urine drug screen are: **1)** drink plenty of fluids, **2)** include fluids other than water to replenish electrolytes and creatine (creatinine), which is used to help determine a diluted specimen, **3)** report for your test first thing in the morning, prior to being exposed to the heat of the day and after having your morning drink of choice and rehydrating the night before.

While these three quick tips can't guarantee you'll never have a diluted specimen, they will go a long way in helping to prevent one. Since a diluted specimen on a BCRC test is a non-compliant event, following these few recommendations may help avoid a potential issue with your BCRC status, access to many of the facilities across the lakefront and answering questions from your employer. **So, stay hydrated, stay safe, and have a great summer!** Just a few reminders and recommendations from the staff at BCRC.



## POP-UP COLLECTION SITES @ LOCAL UNION HALLS

Did you get pulled for the BCRC Random and do not have time to get to one of the preferred collection sites? No worries! BCRC has POP-UP sites with you in mind!! These POP-UP sites will be held at various Local Union Halls on specific dates and times during the 7-day random time period. Not a member of that Local Union, again, no worries, you can go to any of the **BCRC POP-UP COLLECTION SITES at any of the Local Union Halls**. You will receive text messages with POP-UP information from the phone number 219-355-2810. Please make sure you store this number in your phone as BCRC TEXT. The text messages will also include your BCRC Identifier number.

Text messages will look like the ones below.



FYI... Random Late-Night: Mon 7/8, 4pm-7:30pm @ I.B.E.W. #531 JATC, 301 E. 8th St., Michigan City, IN. BCRC#290099

FYI... Random Late-Nights: Wed 7/10 - Thurs 7/11 4pm-8:30pm @ Ironworkers' #395, 6570 Ameriplex Dr., Portage, IN. BCRC#290099

FYI... Random Late-Nights: Wed 7/10 - Thurs 7/11 4pm-8:30pm @ Laborers' #41, 550 Superior Ave., Munster, IN. BCRC#290099

There will also be a flyer in your orange envelope with specific POP-UP site information. The POP-UP site information will be on the BCRC website @ [www.bcrcnet.com](http://www.bcrcnet.com)., on the left-hand side, in the navigation column under "Random Testing Sites."

BCRC tries to provide as many preferred collection sites as possible with a range of hours. However, this information is constantly changing due to a multitude of reasons.

**It is up to you, as the member, to make sure you are checking the preferred Collection Site list prior to going for a urine drug screen.**

Existing Collection Site hours are subject to change without notice. Please make sure you are looking at the most up-to-date information possible by going to the BCRC website @ [www.bcrcnet.com](http://www.bcrcnet.com)., on the left-hand side, in the navigation column under "Random Testing Sites."



# MEMBER UTILITIES - CREATE AN ONLINE BCRC ACCOUNT

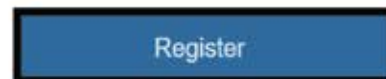
To verify and check your current BCRC card status, or update your contact information, please register to access the BCRC Member Portal at [www.bcrcnet.com](http://www.bcrcnet.com) > Member Utilities.



If you have an existing Member Utilities account, and forgot the login credentials associated to your account, please contact the BCRC office at (219) 764-9500, or email [info@bcrcnet.com](mailto:info@bcrcnet.com), to retrieve username, email address and/or to reset your password.

## 1 To Create A New Account

- Click register



## 2 Authentication

You Must Enter All Three \*each time you login\*

- BCRC ID – contact the BCRC Office for your ID number  
**\*Do Not Enter Any Leading Zeros In Your BCRC ID\***
- LAST FOUR OF YOUR SOCIAL SECURITY NUMBER
- DATE OF BIRTH – as MM/DD/YYYY

## 3 Create Login Credentials

Enter and Re-Enter(confirm) All Three:

- Username
- E-mail Address
- Create A New Password

### PLEASE FOLLOW THE PASSWORD REQUIREMENTS

Passwords must meet the following requirements:

- More than 8 characters
- Contain 1 number
- Contain 1 special character

## 4 Before You Submit To Register And Log In

- You **MUST** "agree to the terms & conditions."  
and **"\*Pass the reCAPTCHA before logging in."**





The design of the BCRC program requires active involvement by the participants, the employers, and the local unions. The questions and answers below provide insight as to the importance of the role each party plays in the drug screening process.

If the participant does not meet his/her responsibility, their status becomes "N/A".

If the employer fails to meet their responsibility, they may be allowing participants to work with an "N/A" status, not requiring them to be accountable for their BCRC status and jeopardizing the employer's reputation if there were to be an incident.

If the local union does not meet their responsibility, they may dispatch members/participants with "N/A" statuses which causes issues at the job sites, missed person-hours and disruptions in productivity.

It should be particularly noted that when the BCRC Program is not adhered to, regardless of the responsible party, there is a protocol that must be followed to resolve the issue, which in many cases, takes several days to weeks to resolve and there is nothing that can be done to speed the process. Protecting the integrity of the BCRC Program and the confidentiality of the participants are the paramount concern.

We hope you find the information below helpful and that BCRC can count on your continued support and your very valuable participation at the highest level.

### **Q: HOW DOES BCRC DRUG TESTING WORK?**

**A:** The employee will be required to take an initial urine drug screen (UDS) test when enrolled into the BCRC program. The UDS test cannot be taken until the employee completes a BCRC Application, the Application is approved by the applicable Local Union, and the Employee is issued a BCRC identification number. Sending a member to test prior to acquiring the necessary approval may leave you responsible for the cost of the test. The member will be required to report to an approved collection site, present his/her BCRC I.D. card, a photo ID and provide a specimen within forty-eight (48) hours of receiving their BCRC numbers.

Once the member has been enrolled into the BCRC program and taken an initial UDS test, he/she will then be put into the random pool for selection no less than once in a rolling twelve-month window and no more than twice in a twelve (12) month period. The monthly random pool will consist of 5% of members from each trade participating in the program.

All employees must report for their random test, on their own time, within seven (7) days of the random notice date and will be paid a stipend check for taking the test on time. If the employee fails to report within seven (7) days for their random test their BCRC card status will become "Not Available". In addition, those employees who fail to report for a test within the seven (7) day period must personally contact the BCRC office for instructions regarding reinstatement of their "Clear" BCRC card status. Employees will only be paid a stipend by BCRC for submitting to subsequent random testing: (a) required by the BCRC Policy (see Attachments A thru C) (b) in response to notification (by email, U S Mail or text message) from the BCRC Office (c) for which the Employee submits within seven (7) calendar days including the day BCRC gives notification for such random testing It is understood that all testing will occur on the Employee's time

**The Employee** must submit for such testing within seven (7) calendar days including the day BCRC gives notification for such random testing **NO EXCEPTIONS!**

DOT, Non-Bargaining, Industrial Sector, Slag, and Pipe Fitter's Local #597 Employees are exempt from the stipend reimbursement.

### **Q: WHAT IS A “CARD MANAGER”?**

**A:** A card manager is the employee designated by the Employer that will be able to access the BCRC database for BCRC status verification of current employees. All card managers will maintain the strictest confidentiality regarding the BCRC member’s information. A Card Manager can be office personnel or supervision. Having a person within the company designated as Card Manager to handle the drug testing will help to ensure confidentiality and efficiency. It is highly recommended that each Employer designate a Card Manager(s). The Company may have multiple Card Managers. Please contact the BCRC with your contact information.

### **Q: HOW DOES MEMBER STATUS VERIFICATION WORK?**

**A:** The member status is obtained by an employer assigned “*card manager*” that has access to:

#### **STATUS VERIFICATION SYSTEMS**

**Email** – The Email system was developed to be more efficient and faster for the card managers to check employee status. The email system can be used from a cell phone, PDA or any email enabled computer device with access to the internet. An unlimited number of members’ cards can be listed at a time with results returned within minutes at no cost to the user. Please contact the BCRC office immediately to find out more details in becoming a “Card Manager” and keeping your employees safe!

#### **There is 2 status types:**

- 1. Clear (CL)** – This means the employee has taken the initial test, it is negative, and he/she is current and up to date in the program.
- 2. Not Available (N/A)** – This could mean several different things:
  - Employee has not taken random test within seven (7) days.
  - Employee took a test, and it is positive.
  - Employee took a test, and a retest is required (example; dilute, fatal flaw or laboratory error).
  - Employee needs to reimburse BCRC for an outstanding test.
  - Employee may be on “Vacation Status”, etc.

### **Q: WHY DO I NEED TO VERIFY CARDS ON A REGULAR BASIS?**

**A:** The program **will only be successful** if contractors check the status of employees on a weekly basis. If contractors want to provide a substance abuse free workplace for their employees and prevent accidents with large legal and insurance liabilities for their companies, they must check cards on a daily/weekly basis. Major insurance companies are aware of the BCRC program, and now realize that contractors can help prevent accidents and injuries due to substance abuse problems. The cards also need to be checked at least once a week because of the monthly random notifications. The employees will only have seven (7) days after the notice to report for a test. If after seven (7) days, the employee does not take the test his status will change to “N/A” in the system. In addition, the members can be pulled for a random twice in one year which will increase the chances of a status change. **Employees with “N/A” statuses will not be included in any monthly random selection if their status remains “N/A.”**

### **Q: WHEN SHOULD I VERIFY THE VALIDITY OF THE BCRC CARDS?**

**A:** It is recommended that you verify employee statuses a minimum of once a week. Statuses may be checked more frequently if the employer desires to and with the ease of the e-mail system, it can be done in a few minutes.



# Keeping Workers Well-Hydrated



## Why Hydration is Important

Your body heats up as you work and cools itself through sweating. Sweating can lead to dehydration. Proper hydration is essential in preventing heat illness.

## How Different Products Play into Hydration



### Alcohol

Alcohol can increase your risk of heat illness because it is a diuretic. Diuretics lead to dehydration.



### Medications

Certain medications, like diuretics, can lead to an increase in urination. If a worker is not keeping up with their water intake, they are at risk of dehydration.



### Caffeine

In general, a normal amount of caffeine will not influence your overall hydration. When your heart is strained from hot temperatures and workload, high caffeine levels can add additional strain on your heart. Workers should keep this in mind: some energy drinks contain more caffeine than coffee.



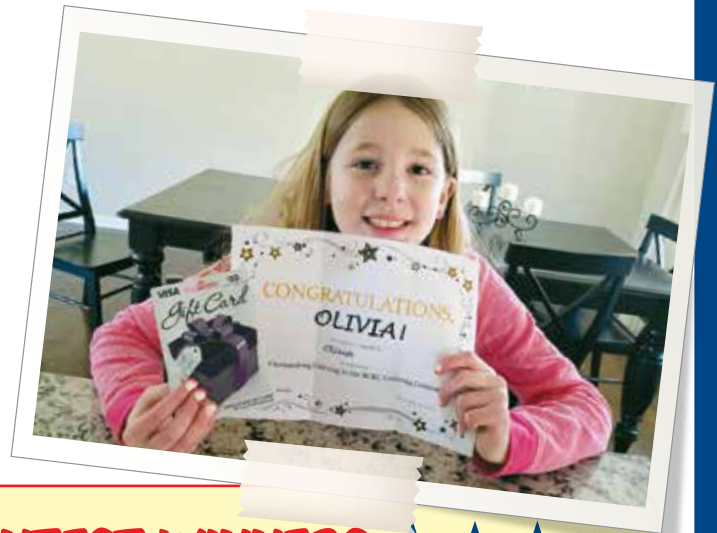
### Water

Drinking water frequently and eating regular meals is usually sufficient for hydration.



### Electrolytes

For sweating that lasts several hours, sports drinks can help replace electrolytes that workers lose when working in hot environments. Salt tablets are not recommended unless a worker is instructed by their doctor. Most people can restore electrolytes through regular meals. Additionally, consuming too much salt may lead to nausea and vomiting which can worsen dehydration.



## ★ ★ ★ WINTER COLORING CONTEST WINNERS ★ ★ ★

Thanks to all the participants in the BCRC Coloring Contest!  
We enjoyed every single one! The winners are displayed below.

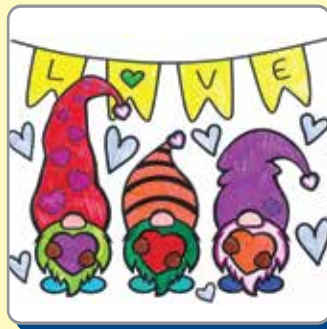
*Brooklyn B. - Age 2*



*Castyn K. - Age 5*



*Olivia P. - Age 8*



*Alexis M. - Age 11*



# Virtual Counseling

Your assistance program offers virtual counseling as well as traditional in-person counseling, to ensure everyone has fast, effective and easy access to mental health support.

Whether you're looking for mental health support, dealing with change, trying to build self-awareness, working through relationship issues, managing a personal challenge, or simply wanting to talk, **your assistance program is here to help.**

## Services Are:

- **Professional & Private**  
All counseling is provided by Master's Level Clinicians and all information is confidential and HIPAA-compliant.
- **Convenient & Accessible**  
Request support anytime by phone, online, or member portal with live chat.
- **Free to Get Started**  
Short-term counseling sessions are included in your assistance program benefits at no additional charge.
- **Available to Family Members**  
The assistance program is open to family members too.
- **Personalized**  
Our team of care connectors will make sure you are matched with a provider and counseling support that fits your needs.

## How to Request Virtual Counseling Support:

- **Call 800-456-6327**
- **Visit [perspectivesltd.com/login](http://perspectivesltd.com/login)** and submit an online request form or login to your member portal for live chat support.

**Receive care your way** with convenient options for mental health support.



### In-the-Moment Counseling Support

Instantly connect to a clinician by phone



### Video Counseling

Schedule a video session



### Telephonic Sessions

Schedule a telephonic session



### In-Person Sessions

Meet with a local clinician from our network

Striving to be Drug Free  
for a Safe Industry



6050 Southport Road, Suite B  
Portage, IN 46368

BCRC texting service, (219) 355-2810  
add us to your contacts!



## PERSPECTIVES

An AllOne Health Company

Your EAP are available 24/7 at  
800-456-6327 or [www.perspectivesltd.com](http://www.perspectivesltd.com)

Striving to be Drug Free  
for a Safe Industry



**Building & Construction Resource Center**

(219) 764-9500 • (877) 988-5400

6050 Southport Road, Suite B • Portage, IN 46368

Email: [info@bcrcnet.com](mailto:info@bcrcnet.com)

Hours: Monday-Friday 7:00 a.m. - 4:30 p.m.

COMPLETE BCRC INFO

Including Collection Site Locations & Hours  
On the web at [www.BCRCNET.com](http://www.BCRCNET.com)



**THE OFFICE WILL BE CLOSED ON  
MONDAY, SEPTEMBER 2nd, 2024 - LABOR DAY**