

Striving to be Drug Free  
for a Safe Industry



Spring/Summer 2023  
**NEWSLETTER**

*Building & Construction Resource Center, Inc.*

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### **Pride.... Region Pride, Union Pride!**

Something to think about this summer, since we just celebrated the independence of Our Great Nation and with our named holiday, LABOR DAY, fast approaching is how fortunate we, as Union Members, are to be living in a time and place where the opportunity to provide for your family and give them a life, a good life is as simple as going to work and doing your job.



At some point, however, these questions should be asked. Do we take pride, real UNION pride, in what we do every day? Are we accountable and deserving of the opportunities that our union membership provides? Are we good examples to our peers and the outside community of what a good union member looks like and how one carries himself/herself? Do we consider the sacrifices those who came before us made to give us the conditions and dignity we enjoy in the workplace? Try watching the movie "Matewan."

If one takes just a few minutes to ponder these questions, one might find the answers unsettling in many cases. There are some of us that take so much for granted and it becomes about what is owed to us instead of what we have earned. The construction industry in northwest Indiana has been recognized nationally and not for the massive or expensive projects completed here, but for the trained, skilled, productive and substance free workforce that calls the Region home.



**UNION**  
**YES** 





## ...Region Pride Continued

"The best way to appreciate your job is to imagine yourself without one" - Oscar Wilde

That is the kind of pride that should be reflected in every one of us who is toiling out there for our families and we should let that pride extend to our Union Family. **Sometimes it has to be a "We" thing rather than a "Me" thing.** We must carry the torch for the generations yet to come so they have the same opportunities that have been bestowed upon us.

"Dreams don't work unless you do" - John C. Maxwell

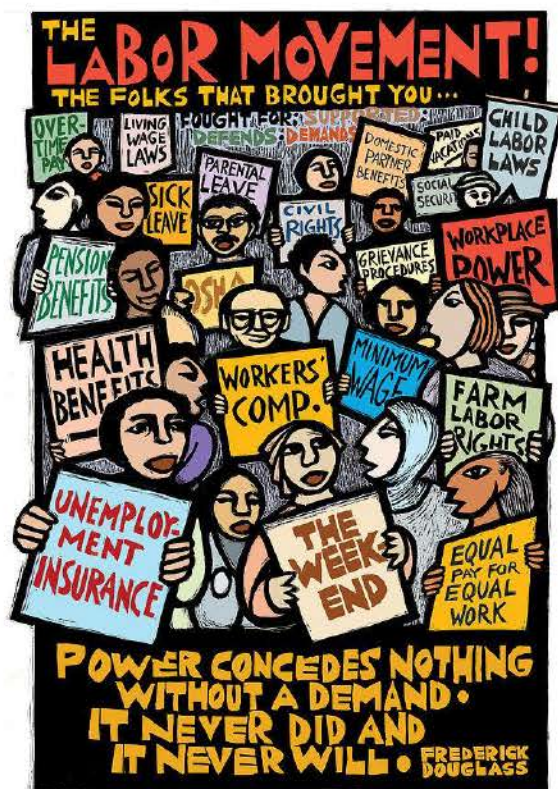
How we accomplish this is pretty easy and the BCRC is a great instrument to help us on so many fronts. First, the BCRC continues to help all our Members in keeping the workplace substance free. Second, we provide many services to help our Members stay focused, stress free and able to be productive on the job. These services are made available to our Members and their families through the BCRC's Employee Assistance Program (Perspectives), these are at no cost to the Members and are accessible through Perspectives' website [www.perspectivesltd.com](http://www.perspectivesltd.com) or through their mobile app, Perspectives Ltd.

Your role is as simple as the following:

1. Show up every day on time.
2. Be productive and accountable.
3. Comply with safety rules, including the BCRC.
4. Encourage your coworkers to do the same.
5. Be true to your Union and Union Family.
6. Remember you are from the Region and the pride that should come with that.

"Opportunity is missed by most people because it is dressed in overalls and looks like work" - Thomas Edison

There is a responsibility we all have to keep this place we call home a viable part of this Great Nation and it can be done just by working together and remembering that the BCRC is here to help keep our Members safe and returning home to their loved ones.



Artwork by Ricardo Levins Morales

"Things may come to those who wait, but only the things left by those who hustle" - Abraham Lincoln

# HISTORY OF LABOR DAY

Americans set aside a day to honor the nation's workers

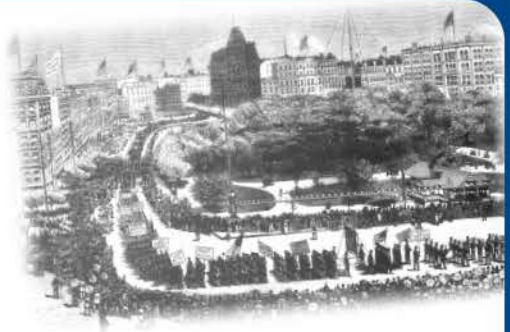
To many Americans, Labor Day marks the end of the summer, a day off from work and school, and one last chance to relax. But Labor Day is much more than just a day off. It represents a very important victory for laborers everywhere. The holiday is a celebration of the social and economic achievements of American workers.

**Fighting for Change** - More than a century ago, workers were forced to deal with harsh conditions. They were paid very little, and they often worked 10 to 12-hour days. Men, women and even small children were forced to work even when they were sick. Tired of long hours and dangerous conditions, workers began organizing themselves into labor unions. On top of fighting for higher pay and shorter workdays, they also fought for the rights of children. The workers wanted employers to place limits on the age of their workers so that small children were not overworked or hurt in factories.

**A Holiday for Workers** - A New York City carpenter named Peter McGuire is credited for coming up the idea for Labor Day. In 1872, after working many long hours under poor conditions, McGuire rallied 100,000 workers to go on strike. The workers marched through the streets of New York City, demanding a better work environment. McGuire spent a decade fighting for worker's rights. In 1882, he proposed the idea to create a special holiday for workers.

**September 5, 1882** - More than 10,000 workers hit the streets of New York City for the first ever Labor Day parade. Two years later the celebration was moved to the first Monday in September. And in 1894, Congress passed a law making Labor Day a national holiday.

**A Relaxing Celebration** - Americans celebrated the first Labor Day holiday with a parade, picnics and fireworks. Today, many people hit the road to enjoy the last of their summer vacation. Others enjoy the long weekend with picnics, backyard barbecues or just rest and relaxation. However you spend Labor Day, remember that the holiday is a time to pay tribute to the workers who have made America what it is today.

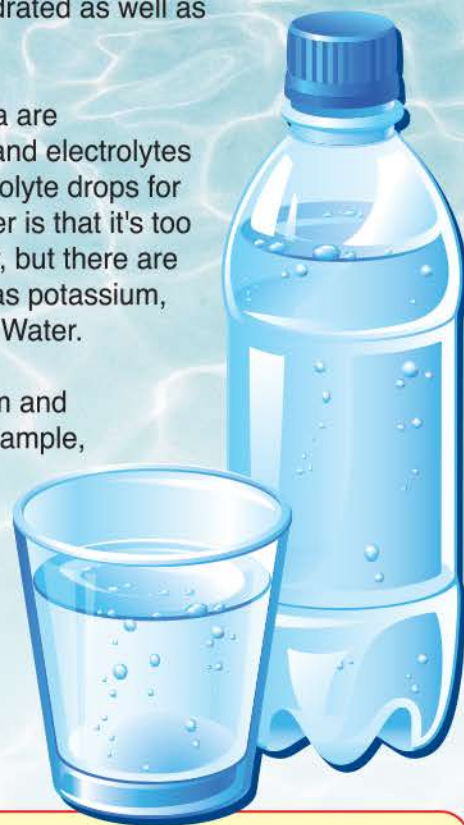


# STAY HYDRATED, CHOOSE WATER!!

**DISTILLED WATER** - Though it is safe to drink, the purification of distilled water removes all vitamins and minerals, making it lose its long-term hydrating ability as well as taste. Distilled water lacks electrolytes like potassium and other minerals your body needs. So you may miss out on a bit of these micronutrients if you drink only the distilled stuff. Some studies have found a link between drinking water low in calcium and magnesium and tiredness, muscle cramps, weakness, and heart disease. Also, distilled water may not help you stay hydrated as well as other kinds of water.

**PURIFIED WATER** - Is a safe option if water sources in your area are contaminated. However, purification strips the water of minerals and electrolytes that our bodies need, thus it's best to remineralize it or add electrolyte drops for optimum and safe hydration. The main problem with purified water is that it's too clean. There are plenty of toxins and metals in unregulated water, but there are also minerals in drinking water that we need to be healthy, such as potassium, calcium, and magnesium, according to El Dorado Natural Spring Water.

**SPRING WATER (Mountain)** - Is rich in minerals such as calcium and magnesium, which can contribute to good health. Calcium, for example, helps build and maintain strong bones and teeth. It also plays a role in muscle contraction, blood clotting, and nerve function. Magnesium, on the other hand, helps maintain normal muscle and nerve function, supports a healthy immune system, and keeps heart rhythm steady. Spring water is a natural detoxifier. It helps cleanse the body of toxins and impurities, leaving you feeling refreshed and rejuvenated. The minerals present in spring water can help to nourish and revitalize your skin.



## ★ ★ ★ FALL 2022 COLORING CONTEST WINNERS ★ ★ ★

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

**Vera N. - Age 2**



**Dottie V. - Age 4**



**Ruby D. - Age 8**



**Andrew H. - Age 11**



# Budget Friendly Fall Activities

## Fall Festivals

### Frankfort Fall Festival

September 2nd-4th, 2023  
123 Kansas St.  
Frankfort, IL 60423  
[www.frankfortchamber.com](http://www.frankfortchamber.com)

### Harvest Tyme Family Fun

Sept. 30 - Oct. 29, 2023  
17904 Grant St.  
Lowell, IN 46356  
[www.harvesttymefun.com](http://www.harvesttymefun.com)

### Buckley Fall Festival

Sept. 30th - Oct. 1, 2023  
Homestead County Park  
3606 Belshaw Rd.  
Lowell, IN 46356  
[www.lakecountyparks.com](http://www.lakecountyparks.com)

### Wanatah Scarecrow Festival

September 22-24, 2023  
S. Main St.  
Wanatah, IN 46390  
[www.scarecrowfest.org](http://www.scarecrowfest.org)

### Marshall County Blueberry Festival

August 31 - Sept. 4, 2023  
233 E. Jefferson St.  
Plymouth, IN 46563  
[www.blueberryfestival.org](http://www.blueberryfestival.org)

- Go on a Nature Hike
- Have a Fall Picnic
- Pumpkin Patch
- Carve/Paint Pumpkins
- Visit an Apple Orchard
- Make Apple Cobbler
- Enjoy a Campfire
- Roast Marshmallows
- Roast Pumpkin Seeds
- Family Movie Night
- Camp out in backyard
- Bird Watching
- Go on a Hay Ride
- Decorate the Porch
- Visit a Corn Maze
- Build a Scarecrow
- Have a Fall Photoshoot
- Take a Scenic Drive

## Pumpkin Patches

**Hidden Creek Farm**  
7211 W. 87th Ave.  
Crown Point, IN 46307

**Fischer Farm**  
2400 N. Fall Rd.  
LaPorte, IN 46350

**Settler's Pond**  
1301 E. Offner Rd.  
Beecher, IL 604401

## Apple Orchards

**County Line Orchard**  
200 S. County Line Rd.  
Hobart, IN 46342

**Williams Orchard**  
9456 N. 500 E.  
LaPorte, IN 46371

**Garwood Orchard**  
5911 W. 50 S.  
LaPorte, IN 46371



## A CHECKLIST TO BEST SERVE THOSE WHO SERVED

### ☐ **Create a culture of inclusiveness.**

Identify biases and stereotypes. Consider doing a cultural assessment to identify areas of your organization that will be more or less welcoming to veterans. Include veterans and non-veterans in your assessment. Veteran workplace preferences will differ depending on personal needs or disability. Also, engage veterans in workplace groups that can make them feel more connected. Some changes might have to be made to create a more inclusive environment.

### ☐ **Train your managers to be sensitive to issues that veterans face.**

Treat this like another important diversity training. The military culture has its own nuances that need to be understood. For example, structure and stability can be particularly important factors for veterans who are used to these elements during their years of active duty. Additionally, specific anniversaries or holidays may be triggering for some veterans.

### ☐ **Honor military and veterans and celebrate their contributions.**

This helps your team to understand and develop a sense of camaraderie. Consider ideas such as giving veterans the day off for a holiday like Veterans Day, letters of recognition, sending an internal email thanking veterans for their service, or providing a free meal to your veteran employees.

### ☐ **Put veterans to work in meaningful ways.**

Offer mentorship programs and encourage veterans to meet with a team leader regularly to help them stay connected to your organization's mission. Recognize their unique value and invest in their individual successes. Establish open and honest, two-way communication. Have clear and direct training and lay out the key goals and metrics that are expected of each veteran.

### ☐ **Turn to your Employee Assistance Program.**

Military service impacts many people, not just the person who served. Veterans' family, friends and co-workers may need support as well. Perspectives provides counseling services and work/life resources to help, from emotional support and communication strategies to legal and financial services.

Access a library of veteran's resources via your [Perspectives WorkLife Online](#). Simply type "Veteran" in the search box.

## Support the Well-Being of Veterans in the Workplace

Veterans have made great sacrifices for our country and put their mental and physical health at risk. When including veterans in your workforce, keep in mind that needs and disabilities differ from veteran to veteran.

### Veterans bring diverse, valuable skills to the team.

- Leadership
- Ability to work under pressure
- Discipline and motivation
- Loyalty
- Teamwork
- Resilience
- Critical thinking

## We're Available When You Need Us

Call or text 800.456.6327  
Appointments are available in-person, through video counseling or by phone.

Use the "Live Chat" feature on your Perspectives Online Portal to instant message with a counselor 7 a.m.-9 p.m. CST Monday-Friday.

Log in to your WorkLife Online Portal for access to online resources and information. Go to [perspectivesltd.com](http://perspectivesltd.com) and click "INDIVIDUAL AND FAMILY LOGIN"

800.456.6327  
[perspectivesltd.com](http://perspectivesltd.com)

## DRUG & ALCOHOL CLEARINGHOUSE

Are you prohibited from operating a commercial motor vehicle (CMV) due to a drug and alcohol program violation?

Complete the return-to-duty process—**here's how.**

A driver with a drug and alcohol program violation is prohibited from performing safety-sensitive functions, including operating CMVs, for any DOT-regulated employer until the return-to-duty process is complete.

By November 18, 2024, as part of new Federal regulations, drivers with a "prohibited" status in the Drug and Alcohol Clearinghouse will lose or be denied their State-issued commercial driving privileges.



### How do I complete the return-to-duty process and get back to being "not prohibited"?

The return-to-duty process is established by 49 CFR part 40, subpart O. A summary is below.

#### Select a Substance Abuse Professional

- ▶ Your employer is required to provide you with a list of DOT-qualified Substance Abuse Professionals (SAPs). You select your SAP based on your own research.
- ▶ Your designated SAP will evaluate you and provide recommendations for education/treatment.
- ▶ Your SAP will determine if you have successfully completed the education/treatment, therefore making you eligible for your return-to-duty test.

#### Take the return-to-duty test

- ▶ You must be sent by your employer; only DOT-regulated employers, and not the employee, request the return-to-duty test. If you are an owner-operator, your designated consortium/third-party administrator (C/TPA) must send you for this test.

#### Once your Clearinghouse status is "not prohibited," you are eligible to resume performing safety-sensitive functions.

- ▶ Your status will be updated when your employer enters your negative return-to-duty test result in the Clearinghouse.
- ▶ To remain in a "not prohibited" status, your employer must complete the follow-up testing plan with you as specified by the SAP, which must include a minimum of six unannounced follow-up tests in the first 12 months of returning to performing safety-sensitive functions. If you are an owner-operator, your designated C/TPA must complete your follow-up testing plan.

Information about your drug and alcohol program violation is retained in the Clearinghouse for five years from the date of the violation determination or until the successful completion of the follow-up testing plan, whichever is later.

For more information, log in to your Clearinghouse account.  
To register, visit <https://clearinghouse.fmcsa.dot.gov/register>.



U.S. Department of Transportation  
Federal Motor Carrier Safety Administration



Striving to be Drug Free  
for a Safe Industry



6050 Southport Road, Suite B  
Portage, IN 46368



**NEW ★ NEW ★ NEW**

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

*Spring/Summer 2023*



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 BCRC office will be  
closed on the following  
days in observance of  
the holidays!



**MEMORIAL DAY:** Monday, May 29th  
**INDEPENDENCE DAY:** Tuesday, July 4th  
**LABOR DAY:** Monday, September 4th