



# **MAKING A ZERO-INJURY CAREER A REALITY**



## OUR **MISSION**

MUST is an organization of building trade unions and contractor associations working together to promote unionized construction, and initiate programs designed to optimize performance and safety on all construction sites in Southeast Michigan.

The MUST label ensures the highest standards are met through the continuous improvement of safety, quality, and value on construction sites while completing jobs on-time and on budget with the highest skilled and trained workforce prepared to meet the demands of construction users/developers in Southeast Michigan.

**It is the MUST label that symbolizes the quality craftsmanship that goes in to each and every construction job.**

## OUR **VALUE**

*Meets the Needs of the Construction Industry while Providing Safety, Quality and Value*

*Raises Safety Awareness through Training that is Standardized, Documented, and Verifiable from a Single Database*

*Promotes and Markets the Qualifications of Union Trades People*

*Provides a Safety Program that Creates a Safety Conscious and Drug-Free Workplace*

## PROGRAM **OVERVIEW**

**Program Type** Building Trades

**Workers in Program** Union Workers

**What Region** Serving Michigan

**Reciprocal Credit** Yes (Committee Approval)

**Driven By** Owners/Contractors/Unions/Associations

**Unions In Program** Multiple Trades

**Verify Results** Web Based

# SAFETY BENEFITS

Responsible Contractor Policies ensure that the owner of a construction project has considered many important areas that will increase safety, reduce risk and increase productivity on the job site. Owners with Responsible Contractor Policies in place have considered the following standards of all contractors **before** awarding any contracts:

**Safety Training is a Verifiable and Established Safety Program.**

**Proper Experience Working on Similar Projects.**

**Drug & Alcohol Free Workplace Compliance with a Certified Testing Program.**

**Compliance with Regulatory Agencies such as MIOSHA.**

**Accident and Illness Rates History.**

**Proof of Insurance Coverage and Compliance with Compensation Statutes.**

With a Responsible Contractor Policy, any contractor submitting bids for a construction project must meet these and other requirements outlined in the policy. These criteria keep quality construction, safety and accountability at the top of any construction plan.

## WHY MUST

**"The MUST Safety program provides our customers with up to date employee information that is reliable and secure."**

**Patrick Devlin**

Michigan Building & Construction Trades Council, MUST Labor Co-Chair

**"MUST represents management and labor working together to provide a comprehensive program for safety and drug testing and support of the best construction practices throughout the region."**

**Donna Pardonnet**

Architectural Construction Trades of Michigan, MUST Management Co-Chair

## ONLINE VERIFICATION

The MUST Safety Program provides access to up to date and verifiable information at your fingertips. The MUST Safety Program allows you to easily track the safety awareness and drug testing status of your employees. Registering is easy.

1. Complete the application available at [mustonline.org](http://mustonline.org)
2. Sign and return it to the MUST office
3. MUST will notify you of your acceptance

All companies must complete this application to have access to the MUST Safety Program.

## BENEFITS

**Efficient** MUST Safety Awareness Training is now provided online. The online format incorporates learning activities, which will improve retention and increase safety awareness.

**Comprehensive** The training consists of 18 modules based on topics from the OSHA 30 Hour Outreach Training Program.

**Flexible** Training modules also incorporates administrative safeguards, which provides the flexibility to complete the modules with or without a proctor.

## COST

PRODUCT	PRICE/INDIVIDUAL
10 Panel Drug Screen to Include Collection*	\$47
Breath Alcohol	\$39
Safety Modules	\$7.95/module

\* A MUST approved collection facility must be used or the testing will not be recognized by the MUST system. Costs are subject to change.

# RECIPROCAL CREDIT

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The MUST Safety Program recognizes and awards credit for the successful completion of individual modules from accredited, instructor-led MIOSHA and OSHA training. The MUST, MOST & IMPACT programs and their respective participants have worked to establish reciprocity between the organizations. All entities recognize the policies,

protocols, collections and programs within each individual effort. A person's licenses, certifications and relevant training will appear on each person's Online Report Card, regardless of whether some of these items may not qualify for module credit. Contact the MUST office to learn how this credit is awarded.

## ONLINE REPORT CARD

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The MUST Online Report Card gives you an easy to access, comprehensive view of an employee's training, certifications and drug test in real time. It is simple to check the progress and compliance of your workforce using the Online Report Card tool. Construction workers have an up-to-date (on-line) resume of performance which is a very valuable tool for those in the trades.

## PROGRAM SUPPORT

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The MUST Safety Program staff is there to support your program managers and authorized user employees. From a comprehensive user guide and tutorial video to personalized one-on-one service through the MUST office, we are there for you.

## OVERVIEW OF DRUG TESTING

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The MUST Safety Program utilizes the following for drug testing:

### **10 Panels**

#### **Urine Testing**

**Collected in Accordance with DOT Guidelines**

**SAMHSA Certified Lab**

#### **Types of Testing: (Follow Up for Positive)**

- a.i. Initial
- a.ii. Annual
- a.iii. Random
- a.iv. Post-accident
- a.v. Cause
- a.vi. Return to work

**Test Results Report (24-72 Hours)**

#### **Random Testing:**

Urine/BAT test

**25% of All Employees Listed on a MUST Jobsite are Randomly Tested Annually**

#### **Post-Accident Testing:**

Urine/BAT test with a chargeable accident within 32 hours

#### **Test for Cause:**

Urine/BAT test must follow guidelines in policy

#### **Return to Work:**

Urine test

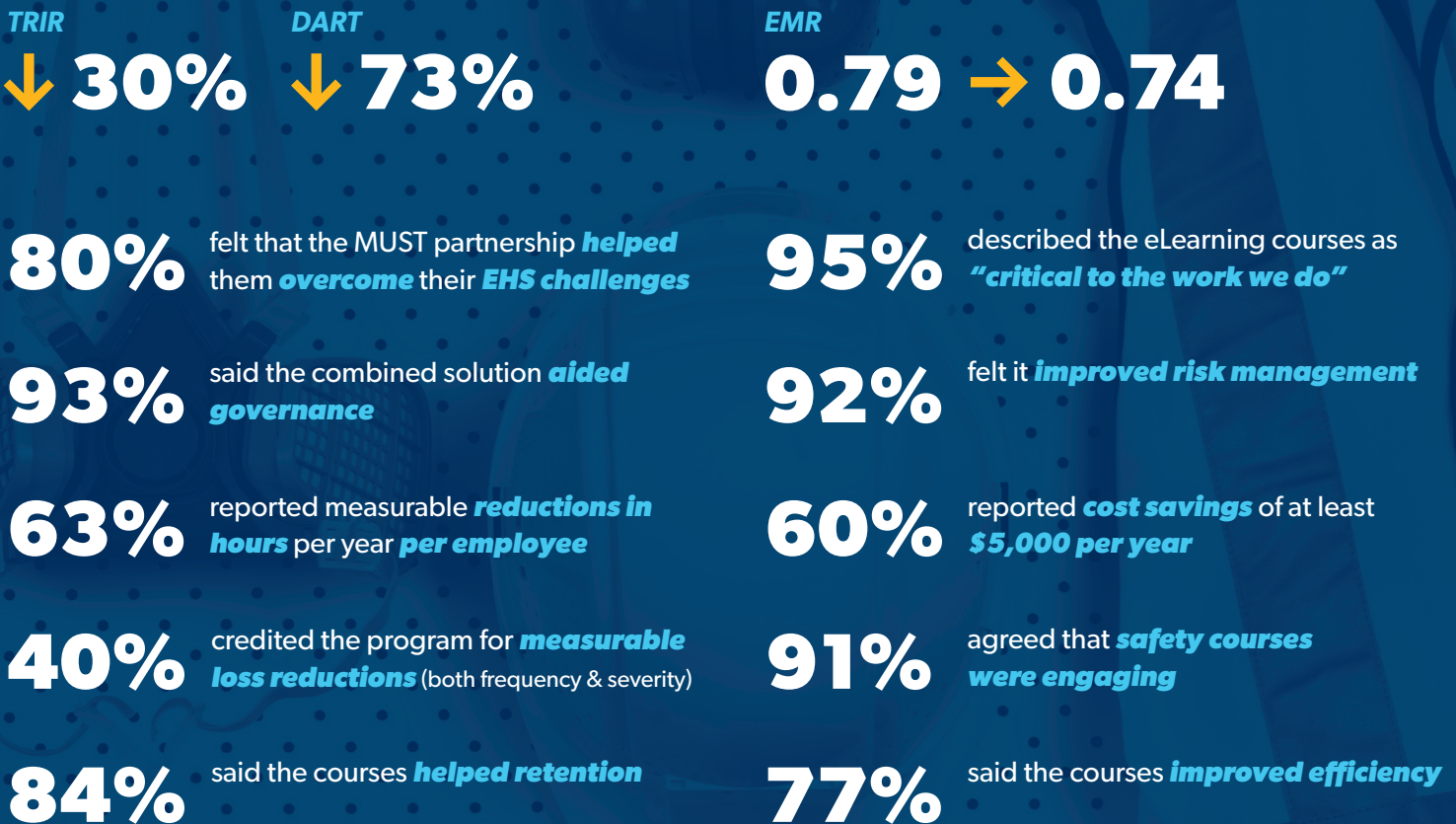
An employee with a positive result is recommended to seek SAP programs and cannot retest for 30/90/365 days based on their last four years of drug testing



# MUST **BY THE NUMBERS**

Since inception **2,415,243** safety modules have been completed through the MUST Safety Program

Looking at the big picture, a year-to-year comparison between 2006 (the first full year using PureSafety courses) and 2013 showed MUST members' overall:



**100%** said the drug and alcohol program improved safety culture



## MUST **LEADERSHIP**

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### *MUST CO-CHAIRS*

**Patrick Devlin**

Michigan Construction & Building Trades Council

**Donna Pardonnet**

Architectural Contractors Trade

### *LABOR REPRESENTATIVES*

**Paul Dunford**

Bricklayers & Allied Craftworkers Local 2

**Terry Gilligan**

Pipefitters Local 636

**Nick Chapital**

IBEW Local 58

**Bryan Davis**

Michigan Regional Council Carpenters and Millwrights

**Lee Graham**

Operating Engineers Local 324

### *MANAGEMENT REPRESENTATIVES*

**Paul Wrzesinski**

Associated General Contractors of Michigan

**James Oleksinski**

Construction Association of Michigan

**Laura Kopack**

Mechanical Contractors Association of Detroit

**Jason Head**

Natl. Electrical Contractors Assoc. SE MI

**Mark Saba**

SMACNA Metropolitan Detroit Chapter

## CONTACT **US**

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