

To reduce barriers to employment, TNDC – in collaboration with Newcrest and TCG – has changed the alcohol and drug testing for the Fit for Duty Program.

Testing for the *Fit for Duty Program* is administered for the following four testing reasons:

- 1. **Pre-employment**
- 2. **Pre-access**
- 3. **Reasonable grounds**
- 4. **Post incident**

Previously, testing for pre-employment and pre-access required a lab certified urine test and a breath alcohol test. The problem was that the urine test for cannabis exceeded the requirement to determine an individual’s fit for duty status, with cannabis being detectable for up to one month.

In addition, depending on the collection point, lab results take 3-5 business days to receive, delaying potential deployment to site. In short, barriers to employment existed.

New testing for the Fit for Duty Program for Pre-employment, Pre-access, Post incident and Reasonable grounds/suspicion will now consist of:

Breath alcohol

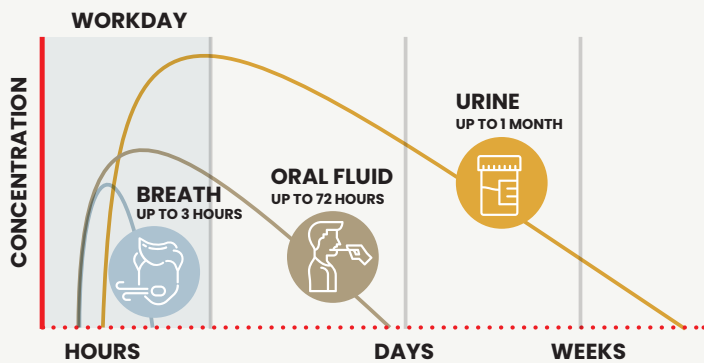
Lab certified oral fluid

Instant urine test

- > If negative, the employee can be deployed to site the same day
- > If inconclusive or positive, the employee will not be permitted to deploy to site until the lab certified oral fluid test results are received
- > Final decision for inconclusive or positive are based on oral fluid results

What does this mean?

- > This change to TNDC’s alcohol and drug testing will **reduce the barrier to employment** for those whose lifestyle includes the use of a legalized product.
- > Tahltans will have **access to employment in a timely manner**, which also means that TNDC can react quicker to client requests for additional work-force, **improving our level of service.**



Graph: Cannabis detection window