

Boilermakers National Apprenticeship Program

Policy on Impaired Apprentices at Training Centers

1. Purpose

It is the policy of the Boilermakers National Apprenticeship Program (BNAP) to protect the safety of individuals taking part in instruction at training centers by safely and efficiently removing any individual who is suspected of being under the influence of alcohol and/or drugs from the training center.

2. Coverage

For the purpose of this Policy, apprentices shall include all pre-apprentices, trainees, interns, and helpers in the BNAP and any of the Area Apprenticeship Programs.

3. Procedure

- 3.1. An apprentice suspected of being under the influence of drugs and/or alcohol while attending the training center will be immediately removed from the facility.
- 3.2. A minimum of two (2) witnesses are to monitor the apprentice prior to removing the apprentice from the grounds of the training center.
- 3.3. When there are at least two (2) individuals employed by the Fund on site at the facility, those individuals will be obligated to monitor the apprentice.
- 3.4. If there is only one (1) individual employed by the Fund on site, a member of the apprenticeship class may be used to monitor the individual

4. Removal

- 4.1. The Instructor of the training center shall make all reasonable efforts to remove the apprentice from the grounds of the facility. The Instructor may, within his or her discretion, reasonably assist to arrange transportation for the apprentice by taking any of the following actions:
 - 4.2. The Instructor may first make attempts to contact the emergency contact indicated on the apprentice's confirmation of receipt and acknowledgment form or another responsible party to transport the apprentice from the facility.
 - 4.3. The Instructor may arrange for a taxicab or other transportation to drive the apprentice to his residence or to a medical facility, at the expense of the apprentice. In no event shall funds of the BNAP, any subordinate body thereof, or a training center be used for the transportation of an impaired apprentice.
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- 4.4. Should the distance between the training center and the apprentice's residence be determined too far so as to make transportation efforts unreasonable, the Instructor is authorized to contact local authorities to remove the apprentice from the facility.
- 4.5. Should an impaired apprentice leave the facility by operating a motor vehicle while suspected of being under the influence of drugs and/or alcohol, the Instructor of the training center shall contact the local police department and provide a description of the make, model, and license plate of the vehicle being operated by the apprentice.

5. Notification

- 5.1 The two (2) witnesses (refer to 3.2) must provide written statements detailing the removed individual's alleged intoxication, including details of the apprentice's behavior, appearance, and/or odor.
- 5.2 The Instructor of the training center shall immediately notify both the National Director of Welding Services and the National Coordinator of the events occurring at the facility.
- 5.3 Witnesses' written statement must be forwarded to the National Director of Welding Services and the National Coordinator within five (5) days of the alleged incident.

6. Acknowledgment

By signing the attached confirmation and acknowledgment of receipt, an apprentice agrees to be bound by the terms of this Policy and shall hold harmless the BNAP and the Area Committee from any liability which may arise from adherence to this policy.
