

BCRC POLICY ADDENDUM

B.P. Amoco

September 18, 2013

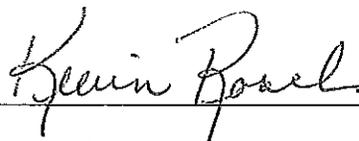
This addendum is a site-specific policy change and does not change the Drug and Alcohol Policy in any other respect.

Changes:

1. BCRC Administrator, Inc. will cover all outside contractors, non-bargaining personnel and/or safety personnel working at the BP facility.
2. BCRC Administrator, Inc. will identify anyone that has 2 confirmed non-negative (positive) tests, to include walkouts or refusals to test, at the BP facility to BP. That participant would be unavailable for employment at BP after the second non-negative (positive) test. This process would begin at the adoption of this addendum by BP and be on future testing.
3. Any return-to-duty or follow-up test at BP would be an observed test. There would be a minimum of one (1) return to duty test and six (6) follow-up tests. Verification of these tests will be available to BP. These tests will be taken on the participant's time in order to save the owner and the contractor resources.
4. Random testing would be by notification to the contractor, with a copy of the selections to BP, and one (1) hour notification to the participant plus travel time. Notification would be given during normal working hours and a minimum of two (2) hours prior to the end of the participants' shift plus swipe time. The contractor will have seven (7) days from the date of the random selection list to implement the testing. A list of testing sites will be available to all contractors. No stipend will be paid for these tests; however, the test will count as a random test in the normal BCRC policy.
5. BP will be assigned a code number for access to the BCRC e-mail system for verification of availability of all participants in their facility.



Bill Rathjen – President



Kevin Roach - Secretary