

## The Rarely Used Source That Will Boost Your Contracting Awards

### Introduction

Although not all contracts have DBE (Disadvantage Business Enterprise) goals to meet, it is still prudent for prime contractors and subcontracting organizations to consider every opportunity to utilize the services of a DBE. Crossroads Drug and Alcohol Testing is a DBE with over 20 years in the industry.

Usually, during the Outreach to DBE firms, contractors list the areas where participation is possible for DBE firms. Rarely, if ever, is the service sector Drug Testing addressed in those Outreach events by trade, if at all. If a goal of DBE Compliance is required, sometimes a contractor may not be able to find enough DBE contractors in the construction trade to reach their threshold. Why not consider the DBE service sector, like drug testing as a beneficial partner, a requirement for all safety-sensitive contractor employee participants? To do this, contractors could list drug testing as a specific needed service spelled out like other trades in their outreach.



Occupational Health

### Drug-Free Workplace Act 1988

On November 18, 1988, Congress enacted the Drug-Free Workplace Act requiring Federal agency contractors and grantees to certify that they will provide a drug-free workplace as a pre-condition of receiving a contract or a grant from a Federal agency after March 18, 1989.

California's Drug-Free Workplace Act of 1990 is almost identical to the federal act but applies only to people or businesses contracting with or receiving grants from the California state government. Each of these businesses must certify that it does, or will, provide a drug-free workplace before doing business with the state, including a workplace free of marijuana use.



Drug Testing



Live Scan Fingerprinting

## Crossroads is a Single Source

Imagine handing over the responsibility of your drug testing compliance program to a reliable source that serves as the Third-Party Administrator. Free up valuable human resources in your organization and redirect that time and energy to improving efficiencies on current projects and gaining access to new projects.



Human Resources



Consortium Third Party Administration (C/TPA)

## How It Works

No matter where your job location is in California, there is a clinic available to your employees for drug testing, alcohol testing, and occupational health. Some are available 24/7/365. We will connect your representative or Safety Manager to web-based software accessible from any computer.

Our streamlined web-based system allows you to schedule a drug test, alcohol test, occupational health, or all three any time of day or night. If desired, your representative is able to set a time limit for the employee to complete the event. Once the event gets scheduled, you can track the progress and receive notifications. The person implementing the drug test will receive automatic notifications via email if the donor does not appear during the designated time or if any other problems occur. The process also lets you know when the clinic sends the sample to the certified laboratory and when the laboratory releases the result to the Medical Review Officer. When the review completes, the confidential result is visible online only to the DER (Designated Employer Representative) — generally, a negative result posts in 24 to 48 hours (about 2 days). Our services are available Nationwide!