



Labor Unions: **Common Concerns**

The AlertMeter® test seems invasive.

Unlike a drug test, AlertMeter® does not require an employee to submit body fluids or hair to determine potential impairment. AlertMeter® also does not require any sort of camera observation of employees. Users are compared only to their own performance history on the platform.

Is AlertMeter® data secure?

AlertMeter® does not store sensitive data. Predictive Safety complies with global IT security standards and is hosted on Microsoft Azure, which is GDPR and ISO 27001 compliant.

Doesn't using AlertMeter® lead to profiling?

AlertMeter®'s metrics compare only individuals' performance to a baselined performance they establish themselves, and has no comparative value from one individual to another.

AlertMeter® is not in our CBA, so we do not need to use it.

Your CBA likely already includes wording that addresses reasonable suspicion, observable behavior, and an associated drug testing program. AlertMeter® is an additional tool in this area to help employees get home safely at the end of the day, and it feeds into existing observable behavior programs.

Using AlertMeter® will take too much time out of the day.

When the system is set up and operating properly, using AlertMeter® does not take more than a few minutes each day. By preventing mistakes and accidents, it *saves* time. Companies using AlertMeter® have seen a reduction in the Workers' Comp claims up to **70%**, and that alone suggests how much first aid attention, lost production time, and administrative efforts a company would save.

Using AlertMeter® will cause employees to be sent home without pay.

AlertMeter® is not designed to be punitive. As a top-level indicator of impairment, it is *descriptive* and not *prescriptive*. AlertMeter® cannot be used to identify the cause of impairment. If an employee's performance happens to fall outside his or her normal range, a supervisor is given the opportunity to evaluate the cause of the abnormal behavior and make a determination about the employee in question's fitness for work that day. Typically, establishing a cone of vigilance around that employee or moving him or her to less safety-sensitive tasks are sufficient to maintain safety. In the rare instance that the employee is indeed unfit for work, it is in the best interest of other employees that he or she does not perform typical duties that day.

AlertMeter® will be used to target union members unfairly.

A proper initiation of AlertMeter® into a company will include union representation from the earliest conversations.

AlertMeter® results will be used as probable cause for termination.

AlertMeter® is not a medical examination under the ADA and cannot be used as cause for termination in a court of law. If a termination were to occur, it would be due to existing policies around observable behavior, reasonable suspicion and drug testing programs.

We already have drug testing. Why do we need AlertMeter®?

AlertMeter® does not name the cause of the impairment and therefore does not replace any required drug testing. However, many companies find cognitive performance testing more relevant and timely than measuring body fluids to indicate impairment. Plus, there are more causes of cognitive impairment than drugs that can create a safety risk, such as fatigue and illness.

