



MEDICATION-ASSISTED TREATMENT ACCOMMODATION (MATA) PROGRAM

WHAT IS MATA?

MATA is a unique program created by Valard to help qualified individuals work on our projects while they are in treatment for opioid use disorder.

We understand that being able to make money, work on a team, and build something can create the kind of environment that aids in recovery. We want to support workers in their recovery journey.

WHO IS ELIGIBLE?

People who are in Medication-Assisted Treatment (MAT) for opioid addiction.

HOW I DO TO GET INTO THE PROGRAM?

During the hiring process you will be given the opportunity to disclose your medication use. All disclosures are referred to the Valard Disability Manager.

The Disability Manager will work with you on the next steps. They will connect you with a third-party addiction treatment specialist. The specialist will determine if you are cleared to work in a safety-sensitive position.

WHAT IS A SAFETY-SENSITIVE POSITION?

A safety-sensitive position is any position where impairment could threaten the health or safety of the individual, others on site, or the public. All Valard project-based positions are considered safety-sensitive.

WHAT IF I DON'T GET CLEARED TO TAKE PART IN THE PROGRAM?

We encourage you to continue with your treatment and ask for a follow-up assessment when you have progressed in the treatment process.

WHAT HAPPENS IF I DON'T DISCLOSE MY USE OF MEDICATIONS?

If you do not tell your direct supervisor, a safety representative, or HR personnel that you take medications you won't be eligible for employment or, if you are already working, you may lose your job. We will keep what you tell us confidential.

Safety on site is more important than anything we do. Anyone found to be impaired on a job site will be removed immediately.

IS THIS PROGRAM RIGHT FOR YOU?

Contact our Disability Manager to find out. disability@valard.com

HAVE QUESTIONS?

Our HR team would love to answer them. hr@valard.com