



# Employer Solutions in Drug Testing

As presented at the  
American Safety Engineers Workshop Series



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# Quick Intro to Workplace Drug Testing



- Employers 1st began seriously implementing drug screening in the 1980s with the introduction of the Drug-Free Work Place Act
- Today, over 90% of Fortune 1000 companies and 62% of All US Employers have a Drug Testing Policy
- Though the DFWA only imposes requirements on certain federal contractors and all federal grantees, many other employers choose to voluntarily follow the prescribed steps to creating a drug-free workplace by, for example, publishing drug-free policy statements in employee handbooks.

# Statistics



- 2012 National Survey on Drug Use and Health (NSDUH):
  - Estimated 23.9 million Americans ages 12 or older were current (past month) illicit drug users
  - Around 8.9% of full-time employees report use of illicit drugs in the workplace
- U.S. Department of Labor
  - Drug and alcohol abuse in the workplace causes 65 percent of on-the-job accidents
  - 38 percent to 50 percent of all workers' compensation claims are related to the abuse of alcohol or drugs in workplace
- Survey by Drug & Alcohol Testing Industry Association (DATIA) and the Society for Human Resource Management (SHRM) in March 2011:
  - Drop from 14% to 6% in high worker's compensation incidence rates after implementing drug testing programs

# Drug-Free Workplace Act



It is advised per the Drug-Free Workplace Act to provide a safe, drug free environment by taking the following steps:

1. Publish and give a policy statement to all covered employees informing them that the unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the covered workplace and specifying the actions that will be taken against employees who violate the policy.
2. Establish a drug-free awareness program to make employees aware of a) the dangers of drug abuse in the workplace; b) the policy of maintaining a drug-free workplace; c) any available drug counseling, rehabilitation, and employee assistance programs; and d) the penalties that may be imposed upon employees for drug abuse violations.



# Drug-Free Workplace Act



3. (Federal) Notify employees that as a condition of employment on a Federal contract or grant, the employee must a) abide by the terms of the policy statement; and b) notify the employer, within five calendar days, if he or she is convicted of a criminal drug violation in the workplace.
4. (Federal) Notify the contracting or granting agency within 10 days after receiving notice that a covered employee has been convicted of a criminal drug violation in the workplace.
5. Impose a penalty on—or require satisfactory participation in a drug abuse assistance or rehabilitation program by—any employee who is convicted of a reportable workplace drug conviction.
6. Make an ongoing, good faith effort to maintain a drug-free workplace by meeting the requirements of the Act.

# Drug-Free Workplace Act



Employers may choose to follow and distribute a drug testing policy, including an express notification that failing to consent to a drug test may be grounds for discipline, up to and including termination. If so, employers should make sure that any policy complies with applicable state and federal law.

# Top Reasons for Drug Testing in the Workplace



- To provide a safe workplace for everyone
- To prevent hiring individuals who use illegal drugs
- To deter employees from abusing alcohol and drugs
- To be able to identify early and appropriately refer employees who have drug and/or alcohol problems
- To protect the general public and instill consumer confidence that employees are working safely
- To comply with State laws or Federal regulations
- To benefit from Workers' Compensation Premium Discount programs



# Drug Testing – Why does it happen in the workplace?



- Alcohol and drug use creates significant safety and health hazards.
- Can result in decreased productivity and poor morale
- Leads to additional costs in health care & disability claims
- GOAL: prevent workplace fatalities, injuries and illness
- Unless regulated by state law, all options may be modified to suit employer needs





# When are Drug Tests Typically Conducted?



- Pre-Employment
- Reasonable Suspicion: “Probable Cause” --- Supervisor notices change in behavior, symptoms and observable signs of drug use... ie...
- Post-Accident: Recommended within 12 hours
- Random: Unannounced, unpredictable testing, usually a computer generated selection of employees
- Periodic: Testing scheduled in advance, usually annually



# Instituting a Drug Testing Program



- In-house: You will need collectors, Lab, MRO option
  - Out-of-house: Depending on size and complexity of your program you may need a Third Party Administrator (TPA)
  - TPA contracts with vendors to supply integrated solution and a single source of testing management help with compliance
- TPAs



# Instituting a Drug Testing Program



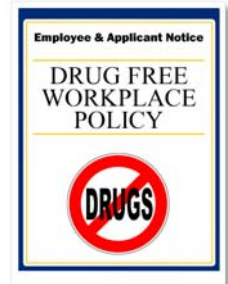
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# Policy Considerations



- Do let your workers know they are expected to abstain from drug use
- Do let them know they are required to submit to random drug screening
- Ensure employees that their privacy will be respected
- Keep test results private
- Take into account an employee's unusual circumstances such as work-related stress, caring for sick family members, home environment
- Conduct additional screening when you get a preliminary positive result
- Ask & allow employees to explain a positive result



# Exploiting the Employer



Employees with an active or known history of drug & alcohol abuse will intentionally avoid Federal/ Government, and DOT regulated occupations which are required to have a Drug Testing Policy.

Instead, you will find them targeting only privately owned businesses that are small or medium in size to get around submitting to a drug testing policy.

# The Proof Is In The Numbers



According to the most recent National Survey on Drug Use and Health

- 13.7% percent full-time employees aged 18 or older reported illicit drug use within the past month
- Employees who use drugs are 2.5 times more likely than other non-abusing co-workers to be absent for 8 or more days
- Drug Users are 3.6x more like to be involved in a workplace accident
- 44% percent of abusers have sold drugs to other employees. 18 percent have stolen from co-workers to support their habit

# Solution: Rapid Drug Testing



**Accuracy:** Urine, Saliva, and Hair Follicle Testing can provide you results with over 99% accuracy

**Time:** Instant testing takes only minutes to enable faster decision making and greater program efficiency

**Location:** Rapid testing products can be used for on-site collections

**Cost:** Significantly cheaper than laboratory-based testing

# Example: Marijuana Testing of One Employee by Cost



## Example: Marijuana Testing of One Employee by Cost

### Lab-Based Testing:

- Employee time spent: 2 hours
- Cost of one drug test: \$75
- Total cost of one test: \$115
- Cost of one positive test: \$3,833

### Instant Drug Testing:

- Employee time spent: 0.1 hours
- Cost of one drug test: \$10
- Total cost of one test: \$12
- Cost of one positive test: \$475

Total Savings: \$3,358 (87% Savings)



# Solutions: Rapid Saliva Testing



Can detect drugs in the system immediately after use and up to two days afterwards

Cost-effective method to perform pre-employment, random, and post-incident drug testing

Hygiene Friendly, Collection Can be Done Face to Face

Can detect less common illicit drugs and prescription drugs

But is Limited to detecting very recent drug use

Ex. On-site, same day Drug Use

# Saliva Testing



## Advantages:

- They are difficult to adulterate...
- Samples can be collected easily in virtually any environment...
- Results can be read in minutes without the need for lab analysis.
- They can detect a wide range of drug substances like Alcohol, amphetamines, barbiturates, benzodiazepines, cocaine, THC, opiates, phencyclidine, and even synthetic marijuana
- Able to indicate recent drug use for non-smoked drugs.
- Suitable for workplace, compliance and forensic testing.



# Saliva Testing (Max Detection Window)



<b>DRUGS</b>	<b>DURATION OF DETECTION</b>
Amphetamines	3 days
Barbiturates	3 days
Benzodiazepines	3 days
Cannabis	3 days
Cocaine	1 day
Codeine	5 days
Heroin	2 days
LSD	1 day
Methadone	1 day
Opium	3 days

# Solutions: Rapid Urine Testing



- Most common testing method used by many businesses because of its lack of cost, reliability and ease of use
- Ability to test for up to 99% accuracy
- Can detect current or recent drug usage of multiple substances, up at one time, such as: Cocaine (COC), Marijuana (THC), Opiates (OPI), Methamphetamine (mAMP), Amphetamines (AMP), Phencyclidine (PCP), Benzodiazepines (BZO), Barbiturates (BAR) Methadone (MTD), Tricyclic Antidepressants (TCA)
- Lab confirmation test can be applied to specimens that test positive during the screening test



# Rapid Urine Testing



- Urine drug testing kits are the most cost-effective way to perform drug testing
- Can detect 18+ different drugs
- Fast and Accurate results within 2-3 minutes
- Easy to store & safe for the environment when disposed (Non-biohazardous & disposed through general waste stream)
- Urine samples can be more susceptible to adulteration, for this reason Temperature Strips are built-in
- Bathroom facilities are required to conduct the test, which may not be always monitored.



# Urine Testing (Max Detection Window)



<b>DRUGS</b>	<b>DURATION OF DETECTION</b>
Amphetamines	1-3 days
Barbiturates	1-3 days
Benzodiazepines	1-3 days
Cannabis	Up to 14 days
Cocaine	1-3 days
Codeine	1-3 days
Cyclizine	1-2 days
Dihydrocodeine	1-2 days
Heroin (morphine)	Up to 1 day
Methadone	1-3 days
6-MAM	Up to 1 day

# Solutions: Hair Follicle Testing



- Helps to take the privacy-invasion out of random drug testing
- Provides accurate results
- Detects drug use for up to 90 (30 days for every half inch of hair) days after use has occurred
- Does require laboratory analysis, which may take up to a few days
- Using a small sample of hair cut at the scalp, hair analysis evaluates the amount of drug metabolites embedded inside the hair shaft
- If no head hair is available, body hair can be used



# Hair Follicle Testing



- Gives you the longest possible detection window of any method of drug testing
- Highly effective because of this
- They are easy to store, and all-inclusive kit
- Hair drug testing kits cost more than urine or saliva drug test kits.
- The detection of drug usage is imposed by the length of the donor's hair.
- Longer wait time for results as samples must be sent to the lab.





# Hair Testing (Detection Window)



<b>DRUGS</b>	<b>DURATION OF DETECTION</b>
Amphetamines	Up to 90 Days
Barbiturates	Up to 90 Days
Benzodiazepines	Up to 90 Days
Cannabis	Up to 90 Days
Cocaine	Up to 90 Days
Codeine	Up to 90 Days
Heroin	Up to 90 Days
LSD	Up to 90 Days
Methadone	Up to 90 Days
Opium	Up to 90 Days

# Can a Donor “Trick” a Drug Test?



- Adulterants are foreign substances either ingested or added directly to a urine specimen to prevent the detection of drug use
- There are built in urine tests for dilution and added substances.
- Urine Drug Tests may be tampered by adding water to dilute: powdered bleach or detergent to mask drug metabolites

**ADULTERATION TESTS**

**PERFORM AN AUDIT!**

ADULTERATION STRIPS WORK AS A PRE-SCREEN TEST FOR THE DETERMINATION OF DILUTED OR ADULTERATED URINE SPECIMENS. A NECESSARY PROCEDURE FOR ANY DRUG TESTING PROGRAM.



# Potential Adulterants

Urine Drug Tests may be tampered by a few methods:

**Dilution:** When urine sample that has a higher than average water content. The goal when diluting a sample is to minimize the drug levels visible in urine.

**Substituting your Urine:** This is the only method of cheating a drug test that has a consistent rate of success. The most popular form of this is urine from concentrate or powdered urine . The biggest challenge in using substitute urine is keeping the urine at the correct temperature. (Temp Strips)

**Chemicals:** The addition of powdered bleach, detergent, eye drops, & salt can attempt to mask a drug from being detected.

# Solutions: Detecting Synthetic Drugs



Most standard urine or lab tests do not test for synthetic drugs. Users know this, and will intentionally abuse only synthetic drugs for this reason.

However, instant tests are now available to detect these drugs.

Kratom ----- Bath Salts ----- - K2/Spice



# Beyond Rapid Testing



Laboratory analysis of urine and saliva can be used to take your results one step further, providing confirmation of all Preliminary Drug Test Results.

These results can be verified by a Medical Review Officer, and provide court-defensible results & testimony if necessary.



# SAFETY-SENSITIVE OCCUPATIONS



Alertness and sobriety are, of course, imperative for certain occupations...

Having a well-developed & randomized drug testing policy in place has been shown to drastically cut drug use amongst employees.

These solutions are here to support you in maintaining and enforcing safety standards on the job, encouraging a drug-free culture, and can help cutting expenses on laboratory analysis.

