



SAMPLES IN DRUG TESTING

Module 12

ALLIED TRADES ASSISTANCE
PROGRAM

PREVENTATIVE EDUCATION:
Substance Use Disorder

WHAT TO EXPECT??

- ❑ The Omnibus Transportation Employees Testing Act gave new dimension and scope to drug testing in the employment sector.
- ❑ A brief review of the history of drug testing with emphasis on the Omnibus Act will be presented concluding that drug testing is now a routine and cost-effective management tool when properly administered and specific “survival strategies” applied.

EXECUTIVE ORDER 12564 (SEPTEMBER 15, 1986)

- Established Drug-Free Federal Workplace
- Charged all Departments to enact drug testing programs for:

Pre-employment

Random

Post-Accident

Return to duty

Reasonable suspicion

Foundation of drug testing in America

**This business is a
Drug Free Workplace!**

**We Conduct
Drug Testing**

- ✓ Pre-employment
- ✓ Random
- ✓ Post-accident
- ✓ Reasonable suspicion
- ✓ Return-to-duty

EXECUTIVE SUMMARY

- Drug testing has evolved rapidly since it was first mandated in the public and private sector in December of 1990.
- It has withstood legal challenges and has become common place in many companies.
- In 1982, only 3% of the nations 200 largest companies were drug testing; 1992 saw a drastic increase to 98%



THE DRUG-FREE WORKPLACE

Current Scope of the Problem:

- 60% of the world wide production of illegal drugs is consumed in the USA
- 65% of full time workers are using drugs
- \$150 billion grossed annually from sale of drugs
- \$23 million is spent on the use of marijuana; \$6 million on the use of cocaine
- Cost now projected to be \$300 billion in illegal drugs.

OCCUPATIONAL STATISTICS

The highest rates of current and past year illicit drug use are reported by workers in the following occupations:



CONSTRUCTION



WAITER/WAITRESSES



FOOD PREPARATION

- ❑ Heavy alcohol use followed a similar pattern with auto mechanics, light truck drivers and laborers
- ❑ Individuals with drinking problems or alcoholism at anytime in their lives suffer income reductions ranging from 1.5% to 18.7%, depending on age and sex compared with those with no such diagnosis

**WHAT ARE WE DOING
ABOUT IT?
UNITED STATES DRUG
WAR STRATEGIES**

Office of National
Drug Control Policy

- Supply Reduction
- Source Eradication
- Economic Sanctions
- Border Patrol



UNITED STATES DRUG WAR STRATEGIES

- Demand Reduction
- Public Information
- Education
- Treatment



PROCEDURE FOR TRANSPORTATION WORKPLACE DRUG TESTING

- Defined technical criteria to be tested
 - Marijuana
 - Cocaine
 - Opiates
 - Amphetamines
 - PCP
- Created Medical Review Officer (MRO) position
- Specimen collection procedures
- Proficiency testing



OMNIBUS TRANSPORTATION EMPLOYEES TESTING ACT OF 1991

- Codifies DOT regulations under force of law
- Alcohol will be added to all drug testing
- Split samples will be required
- Intrastate as well as interstate drivers will be mandated 26,000 lbs.
- 15 or more passengers
- Hazardous materials in a quantity requiring placarding
- Urban Mass Transit will be mandated
- Access to rehabilitation will be required



DRUG
FREE
ZONE

MEDICAL REVIEW OFFICER

- Firms that use a Medical Review Officer (MRO) have a lower rate of positive drug test results
- The duties of the MRO's are to analyze and judge the variables in a positive drug test such as prescription or over the counter drugs.
- By using an MRO the positive rate is 1.9%
- Not using an MRO the rate is 4.6%

TESTING OF NEW EMPLOYEES

- The percentage of drug testing done on “new hires” in 1987 was 19.4%.
- The percentage of drug testing done on “new hires” in 1996 was 76.6%
- A 395% increase over a 9 year period.
- 94% of all firms will not hire an applicant testing positive.
- 6% will provide a second test after a certain waiting period.
- It has been estimated that \$500,000,000 was spent on drug testing in 1996
- The average cost per test was \$35.00



MAJOR TYPES OF DRUG TESTING

- SAMHSA - Chain of Custody: DOT – DOD
- Sports - Chain of Custody performance enhancement – steroids
- Clinical - No Chain of Custody: hospitals, clinics
- Alcohol - Breath, Blood, Saliva, Urine
- DOT Regulations
- NRC Regulations
- DOE Regulations

METHODS OF DRUG TESTING



Most employers use one of the following drug testing methods:

- Urine 81%
- Blood 15%
- Hair 2%

Urinalysis is by far the most popular means of drug testing.



The Process

The donor is asked to fill the container. Once the procedure is finished the collector checks the specimen temperature.

If within range (range between 90-100 degrees), the container is sealed. The donor initials the sealed sample and is placed in a lab bag.

A chain of Custody Form goes in the lab bag with the sample.

The donor receives a copy of the Chain of Custody Form.

Once at the lab, all urine samples are tested for the following drugs: Marijuana (THC), Cocaine, Amphetamines, Opiates and PCP

Specimen Testing

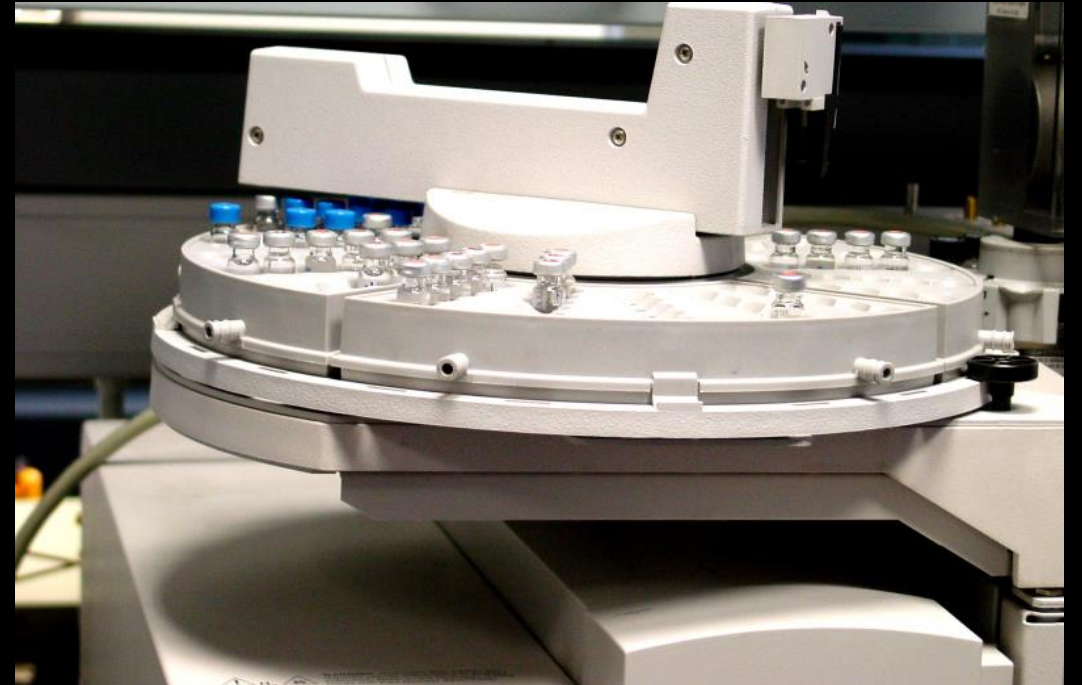
- First a screen test is performed - EMIT TEST
- If positive for one or more drugs, a second test (GC/MS) is performed to be sure no false positives are reported
- All positive drug test results are reviewed by an MRO
- Before they are reported to the employer



TYPES OF DRUG TESTING: THE TWO MOST POPULAR

1. EMIT Test (Enzyme-Multiplied Immunoassay Technique)

2. GC/MS (Gas Chromatography-Mass Spectrometry)



EMIT TEST(ENZYME-MULTIPLIED IMMUNOASSAY TECHNIQUE)

This is the most widely used drug test by companies and corporations because of its low cost.

PROS

- Fast and inexpensive
- Reduces the number of specimens that the lab must analyze further

CONS

- May be non-specific (does not identify actual drug present)
- May report false positives or false negatives.

We all know the best way to pass a urine test is ABSTINENCE. Unfortunately, since there have been tests in society, there have always been cheaters. It's a cat and mouse game.

~As the tests get better, the cheaters get better~



The following chart shows
drug detection times and cut
off levels:

Drug Name	Cut-Off Level	Approximate Detection time in Urine	Approximate Detection time in Saliva
Amphetamine AMP	1000 ng/mL	2 – 4 Days	1 – 3 Days
Amphetamine 300 AMP300	300 ng/mL	2 – 4 Days	
Barbiturates BAR	300 ng/mL	4 – 7 Days	
Benzodiazepine BZO	300 ng/mL	3 – 7 Days	
Buprenorphine BUP	10 ng/mL		
Cocaine COC	300 ng/mL	2 – 4 Days	1 – 3 Days
Cocaine 150 COC150	150 ng/mL	1 – 3 Days	
Ecstasy Methylenedioxymethamphetamine MDMA	500 ng/mL	2 – 4 Days	
Marijuana Tetrahydrocannabinol THC	50 ng/mL	15 – 30 Days	6 – 12 Hours
Methadone MTD	300 ng/mL	3 – 5 Days	
MethAmphetamine 500 mAMP500 MET500	1000 ng/mL	3 – 5 Days	1 – 3 Days
Morphine MOP MOR	300 ng/mL	2 – 4 Days	
Opiates OPI	2000 ng/mL	2 – 4 Days	1 – 3 Days
Oxycodone OXY	100 ng/mL	2 – 4 Days	
Phencyclidine PCP	25 ng/mL	7 – 14 Days	1 – 3 Days
Propoxyphene PPX	300 ng/mL	1 – 2 Days	
Tricyclic Antidepressants TCA	1000 ng/mL	7 – 10 Days	

THE BREATH ALCOHOL TEST PROCEDURE

- Clinical Limits Established by the DOT
- An initial or “screening” test is performed by a BAT Technician
- If results from the Intoxilizer 200 reveal: 0.00 to 0.019
- If the person tested does not show evidence of the presence of a prohibited drug they have “passed the drug test”.



- If a result of 0.020 to 0.039 are obtained from the first “screening test”, a second or “confirmation test” must be performed for any result within this range. The person tested has shown levels of Alcohol sufficient enough to warrant a second “confirmation test”.
- The “confirmation test” must be conducted following a 15 minute observation period. The result found by the second or “confirmation test” is considered the actual and/or final result for the patient tested.





If a result of 0.040 or greater are obtained and the person tested shows positive evidence of the presence of a prohibited drug in their system they have “failed the drug test.” The employee is removed from the jobsite and required to consult with the Allied Trades Assistance Program. “Return to Duty and/or Follow-up” Breath Alcohol tests are conducted when the employee completes any recommended treatment and returns to performing safety-sensitive duties.

DRUG TESTING PROGRAM ELEMENT

Policy Development and Publication	Procedural Guidelines	Collection Systems	Chain-of- Custody Documentation
Analysis Configuration	Reporting Parameters	MRO Review	Confidential Record Keeping
	Proficiency Testing	Statistical Reports	

DRUG TESTING SURVIVAL STRATEGIES

- Match program to Organizational needs
- Policy formation by employee-management committee
- Distribution and posting of policy
- Supervisory training on policy implementation
- Policy implementation drills and targets
- Strong central coordination of launch.
- Confidentiality and rights to medical privacy
- Treatment rather than penalty
 - EAP



- Personal commitment to a drug free society
- Chain-of-custody and laboratory review
- Continuing education programs
- Alternate and designer drug alert
- Periodic review of policy and procedure
- Expand scope of testing: Substances and Sensitivity
- MRO review of positive results
- Non-discriminating and consistent application

Reasonable Cause/Probable Suspicion Testing Procedures

The following section contains an outline of the steps to be followed for testing when there is suspicion that a worker is under the influence of alcohol or drugs.

STEP 1 IDENTIFY INDIVIDUAL TO BE TESTED

1. An individual exhibits behaviors linked to alcohol and/or drug use. This behavior may be appearance behavior, speech or body odor.

2. Two supervisors or managers, trained to recognize the signs of probable suspicion should observe the individual.

[Note: One trained supervisor or manager may make the observation, if two trained individuals are not available.]

3. Use the probable Suspicion Observation Report Form. This report must be prepared and signed by the supervisor making the observation within 24 hours of the observed behavior or before test results are released to the individual, whichever comes first. Each trained supervisor making an observation must complete a separate report.

Did you know?

Large federal surveys show that 24% of workers report drinking during the workday at least once in the past year.

STEP 2 PREPARATION FOR NOTIFICATION & TESTING OF THE "IMPAIRED" INDIVIDUAL

01

Contact

- Contact the collection site and arrange for an immediate appointment.

02

Verify

- Verify the collection site's address and how to get there.

03

Confirm

- Confirm they will remain open to perform all requested testing services.

STEP 3 NOTIFY AND ESCORT THE INDIVIDUAL FOR TESTING

1. Two witnesses are preferred for this process. One is an employee witness (such as a union steward), and one is a Company witness (if available).
2. Bring the employee into a private setting with the witnesses and read the statement from the “Probable Suspicion Notification and Authorization Form.” A copy of this form follows the “Probable Suspicion Procedure” section.
3. Ask the employee to initial his/her choice indicating whether he/she will voluntarily submit to or refuse testing.

STEP 3 (CONTINUED)

NOTIFY AND ESCORT THE INDIVIDUAL FOR TESTING

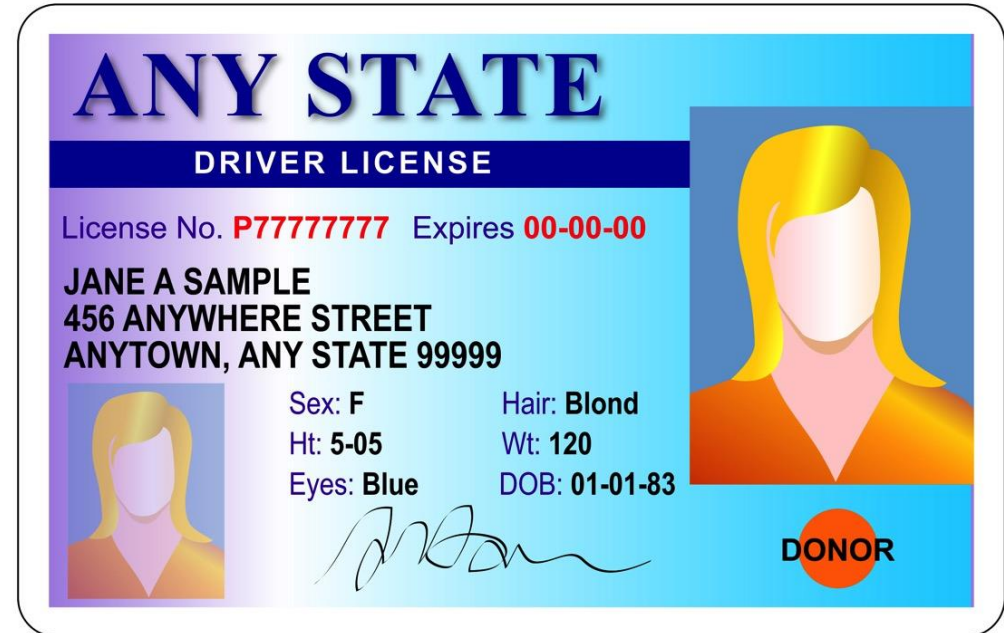
4. Ask the employee to sign the form indicating the statement was read and he/she received a copy.
5. Any abnormal activity should be noted in the comments area of the form with a witness signature on the form.
6. Escort the individual and witnesses to the collection site.

Did you know?

Breathalyzer tests detected alcohol in 16% of emergency room patients injured at work.

STEP 4 AT THE COLLECTION SITE

1. The individual must provide photo ID. If no photo ID is provided, management must identify the individual to the collection site personnel.
2. Testing procedures should be conducted in the following order:
 - a. Breath alcohol test
 - b. Urine sample



STEP 5 AFTER TESTING AND COLLECTION

After the testing and collection process, the individual should be provided transportation to, his/her place of residence. Under no circumstances should he/she be permitted to drive. If the individual insists on driving or is in any way causing danger to himself/herself or others, immediately contact local law enforcement officials.

Did you know?

Workers who report having three or more jobs in the previous five years are about twice as likely to be current or past year users of illegal drugs as those who have had two or fewer jobs.

STEP 6 RESULTS

Breath alcohol test results are provided immediately by the BAT.

Drug test results are available within five days

STEP 7 ACTION

The individual tested for probable suspicion must be taken out of service until all test results are returned to the company.

Did you know?

Workers with alcohol problems were 2.7 times more likely than workers without drinking problems to have injury-related absences.



STEP 8 NOTIFY THE INDIVIDUAL OF TEST RESULTS

Notify the individual of a verified positive test result. This notification should identify the substance that tested positive.

1. A copy of the MRO Report of Drug Test Results may be provided to the individual by the employer.
2. Alcohol test results are provided to the individual on the employee copy of the Breath Alcohol Test Form. The BAT should provide this copy to the individual. However, if it is returned by the BAT to the company, the Company Manager should provide it to the individual.

Did you know?

Analyses of workplace fatalities showed that at least 11% of the victims had been drinking.

PROBABLE SUSPICION OBSERVATION WORKSHEET/REPORT

Watch the employee carefully and note suspicious actions and/or characteristics on this form. Be sure that all supervision involved in the observation process completes a separate copy of this observation report immediately. This document must be prepared and signed by the Supervisor within 24 hours of the observed behavior or before the results of the test are released, whichever is earlier.

Employee Name	Social Security No.	Location
Observation Date	Observation Time(Start	Observation Time (End)

Probable Suspicion Observation Checklist

Use this checklist to help document an employee's behavior as suspicious. Place a check next to pertinent items.

- | | | |
|--|--|--|
| 1. Walking:
Stumbling
Staggering
Falling
Unable to walk
Swaying
Unsteady
Holding on | Demeanor:
Calm
Sleepy
Crying
Silent
Talkative
Excited
Sarcastic
Fighting | Face:
Sweaty |
| 2. Standing:
Swaying
Rigid
Unable to stand
Feet wide apart
Staggering
Sagging at knees | 5. Actions:
Resisting
Communications
Fighting
Threatening
Calm
Drowsy
Profanity
Hyperactive
Hostile
Erratic | 8. Appearance/Clothing
Messy
Dirty
Partially dressed
Bodily excrement stains
Unruly
Stains on clothing
Neat
Having odor |
| 3. Speech:
Shouting
Silent
Whispering
Slow
Rambling
Mute
Slurred
Slobbering
Incoherent | 6. Eyes:
Bloodshot
Watery
Dilated
Glassy
Closed | 9. Breath:
Alcoholic odor
Faith alcoholic odor
No alcoholic odor |
| 4. Demeanor:
Cooperative
Polite | 7. Face:
Flushed
Pale | 10. Movement:
Jerky
Slow
Normal
Nervous
Hyperactive |
| | | 11. Eating/Chewing:
Gum
Candy
Mints
Other — identify if possible |

Suspicious items *must* be supported in narrative below.

Describe in precise terms the employee's behavior. Continue on back of this form if more space is needed.

Witness Name (Print)

Witness Name (Print)

Supervisor Name (Print)

Supervisor Name (Print)

PROBABLE SUSPICION NOTIFICATION AND AUTHORIZATION

Employee Name

Social Security No.

Location

Read the following statement to the employee:

You have been observed acting in an abnormal manner and it appears that you are under the influence of alcohol and/or drugs.

You are requested to immediately submit to both alcohol and drug testing. If you refuse to provide any of the required specimens for testing, or by your actions attempt to prevent any of the tests from being completed, it will be considered the same as a positive test result and you will be subject to the appropriate discipline, up to and including discharge. You will be escorted to the location where the tests are to be performed. At the conclusion of the testing you will be provided transportation to your home and are not to come onto company property until contacted by the company and provided with test result information and further instructions.

Instruct the employee to initial his/her choice below and sign the form acknowledging receipt.

_____ I agree to voluntarily submit to the required testing

_____ I refuse to submit to the required testing.

The above statement was read to me and I have been provided a copy of this form.

Employee Signature

Date

Comments:

Witness Name

Witness Signature

Witness Name

Witness Signature

Supervisor Name

Supervisor Signature

If you or someone you know is suffering from substance use disorder or mental health issues, reach out to someone for assistance.

~Your EAP can help~

www.alliedtrades-online.com



RESOURCES

<https://www.ncadd.org/about-addiction/addiction-update/drugs-and-alcohol-in-the-workplace>

<http://www.employee-drug-testing-ace.com/resources/drug-detection-times-and-cut-off-levels>