



Drugs and Alcohol in the Workplace  
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- ❖ 19.5 million Americans currently use illicit drugs
- ❖ 12.4 million of these are employed full time or part time
  - 8.2 % of full time workers are current users
  - 10.5% of part time workers are current users
- ❖ 20% of young adults (18-25 years old) currently use illicit drugs
  - 75% of callers to the National Cocaine Helpline admit to having used drugs on the job



# Denial

- ❖ 7.7 million people (3.3% of the population) needed treatment for a diagnosable drug problem (excluding alcohol).
- ❖ Only 1.4 million received treatment. 82% did not believe they needed treatment.



# Effect on Employers

## **Worker's Compensation Costs**

- Users have 50% higher worker's comp costs
- Users receive 10.5 times greater payments

## **Attrition**

- 5.7 % of users have changed jobs more than 3 times in the last year vs 2.3 % of non-users
- Users are 77% more likely to be discharged within 3 years of hiring
- Users have 47% high rate of involuntary turnover



# Attendance

- ❖ 11.6% of users have missed more than 2 days of work in the last month due to illness or injury vs 6.5% of non-users
- ❖ 6.5% of users have skipped more than 2 days of work in the last month vs 4.4% of non-users
- ❖ **Users are absent from work 59% more frequently than non-users**
- ❖ **Users are twice as likely to use excessive leave time**
- ❖ Users have a 3.5 times higher absenteeism rate



# Impact

## Productivity

- **Users have 33% lower productivity**
- 64% report that drugs have adversely affected their job performance

## Health Insurance

- **Users have 200% higher medical costs**
- **Users have 8.5% time more medical claims**
- 30% of those who sought treatment for illicit drugs problems last year had the costs covered by private health insurance (as opposed to public funds or personal savings)



## Moral

**44% admit to having sold drugs to fellow employees**

**18% say they have stolen from coworkers to pay for their drug habit**



# Your Role as a Supervisor

- Assess problem situations to detect possible drug and alcohol problems
- Take appropriate action to handle problems promptly and avoid escalation
- Follow through on action taken to ensure solutions are consistently implemented.

# General Steps

- Observe** and document **specific behaviors** and physical and job performance indicators
- If possible, **get agreement of another supervisor or manager**; notify Human Resources
- Prepare for and confront employee and **stop employee from performing duties** when observations warrant reasonable suspicion testing
- Arrange for testing and transport to and from the testing facility.**

## General Steps (continued)

❖ **Complete Reasonable Suspicion Testing form** and other company documentation if not already completed.

- Physical Indicators
- Job performance
- Specific behaviors
- Date, time, and course of events
- Review of company policy
- Review of testing procedures
- Discussion of consequences
- Employee explanation
- Signatures



## Observe Performance Indicators

- Increased or **unexplained absences**, continual excuses
- Extended rest** and meal periods
- Lack of concentration**: unwilling or unable to follow directions
- Decreased productivity**
- Inability to get along with co-workers** and frequent disruptions
- Increased mistakes**, accidents, injuries
- Change in attitude** and/or **Social withdrawal**
- Disregard for safety**; taking unnecessary risks
- Unreliable**; often away from assigned job
- Making unbelievable excuses**; blaming others



## Observe Performance Indicators (continued)

- Lack of coordination
- Constricted pupils
- Bloodshot/Watery Eyes
- Sleepy
- Aggressive / Antagonistic
- Slurred Speech
- Slow Reaction Rate
- Odor
- Loss of Inhibitions



# Observe Other Indicators

- Drug paraphernalia** (roach chips, bent/burnt spoons, razor blades, straws)
- Odor from illegal drug** (i.e. marijuana smoke)
- Specific observation of use



# **Recognizing the Signs and Symptoms of Drugs and Alcohol**



# Some Causes of Abnormal Behavior

## ❖ Stress

- Work?
- Home?
  - Kids
  - Family
  - Financial Matters
  - Death in the family
  - Divorce

## ❖ New Medications/Medical Problems



# Problems Caused in the Workplace

- ❖ Accidents / Injuries
  - ❖ To himself / herself
  - ❖ To other employees
  - ❖ To members of the public
  
- ❖ Lack of Productivity
  - ❖ Reduced or poor output
  - ❖ Increased workload on others
  
- ❖ Theft
- ❖ Violence
- ❖ Increased liability to the Department



# Know your Employees

- ❖ Know when they are stressed about something
- ❖ Take time to listen
- ❖ Always look for the warning signs that could indicate something is wrong



# Warning Signs

Changes in behaviors

Sudden swift mood changes

Easily angered

Absent from work

Away from the job site

Inability to explain reasons for doing something

Things turn up missing

Frequent accidents / injuries

Tired all the time

# Amphetamines

Street Name: Black Beauties, Bennies, Crack, Speed, Ice  
Central Nervous System Stimulants

Makes Users feel alert, energetic and productive

Illegal use can cause agitation, delusions, aggressiveness, heart attacks and strokes

Legal use can help control ADD (Attention Deficit Syndrome) and ADHD (Attention Deficit / Hyperactivity Disorder)

These medications include Vyvanse, Adderall, Concerta and Dexedrine



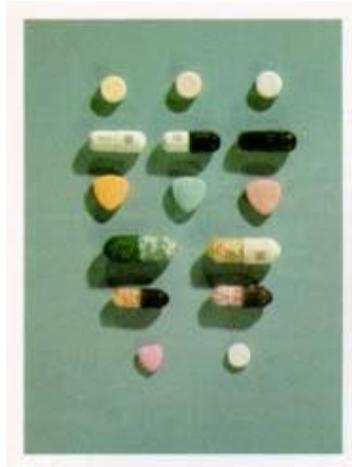


# Drug Facts – Amphetamine Methamphetamine

- Discovered in 1920
- Used as an Over the Counter (OTC) bronchial dilator
- 1937 found to reduce activity in hyperactive children
- During WWII given to soldiers on both sides of the battle field to increase efficiencies
- Weight loss

# Methamphetamines

Street names: Crank, Crystal, Speed  
Looks like: White powder, pills, rock resembling a block of paraffin  
How taken: Orally, injected, inhaled





# Methamphetamines

Manufactured in bathtubs, barns, motels, cars (driving down the road).

Highly explosive and contains material with a base of ephedrine (what Sudafed is made of).

Also contains many of these ingredients:

- Red Phosphorous
- Lighter Fluid
- Drano
- Acetone
- Ether
- Freon

# Methamphetamines

## **Signs and Symptoms:**

- Edginess
- Nervousness
- Restless
- Hard to sit still
- Twitching, jerking movements (loss of motor skills)
- Itching, scratching (they feel like bugs are crawling on them)
- Act very paranoid – feel people are out to get them and can make the individual very aggressive and violent
- Sweat a lot – even when it is cold

# Methamphetamines

## **Signs and Symptoms:**

- Rapid, irrational and slurred speech
- Grinding their teeth
- Runny nose
- Sometime bloody nose for no reason
- Sudden weight loss (no desire to eat)
- Sickly looking
- Skin sores on the arms and face
- Rotten teeth and gums
- Poor personal hygiene
- Extreme/bizarre behavior

# Methamphetamines

## **Long term effects of heavy use:**

- Depression
- Permanent psychological problems
- Possible brain damage
- Disturbance of personality development
- Liver damage
- Fatal lung and kidney disorders
- Stroke or heart problems
- Death

# Methamphetamines



Meth mites



Meth mouth

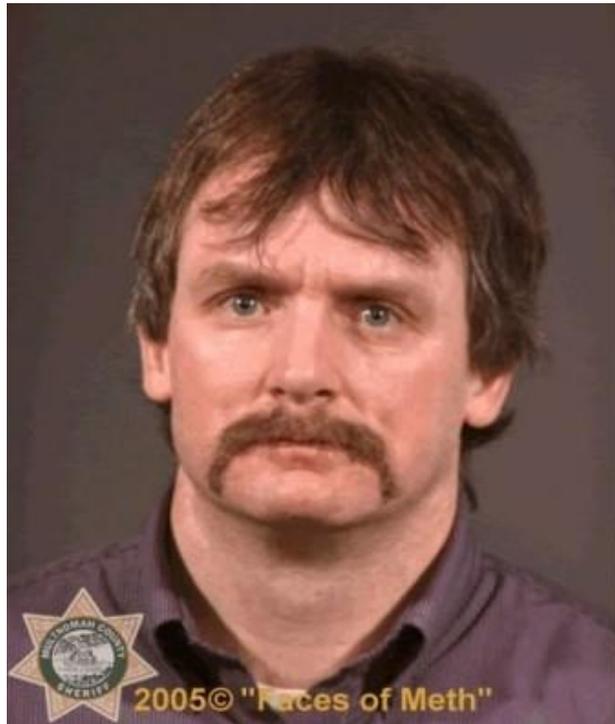


# Methamphetamines

**METH-A-MORPHOSIS**



# Results of Meth Use



# Drug Facts - Cocaine

## ☐ Effects

- Produces brief but intense feelings of euphoria
- Stimulates the central nervous system
- Increases pulse, blood pressure, body temperature, and respiratory rate
- Causes extreme excitability and anxiety
- Produces sleeplessness and chronic fatigue

## ☐ Dangers

- Bleeding and damage to nasal passages
- Paranoid psychosis, hallucinations and mental abnormalities
- Impaired driving ability
- Death caused by heart or respiratory failure

# Drug Facts - Cocaine

## ☐ **Addiction**

- Cocaine users often become psychologically and physically dependent on the drug after relatively short periods of time
- In many cases, crack use leads to virtual immediate addiction

## ☐ **Withdrawal**

- Withdrawal symptoms from cocaine are not as physically apparent as with many other drugs
- The most profound symptom is an intense craving for the drug once use is discontinued
- If the craving is not satisfied, the individual may experience irritability, depression and a loss of energy

# Crack Cocaine

Street names: Crack, Rock, Freebase  
Looks like: Crystalline rocks that look like soap  
How taken: Smoked

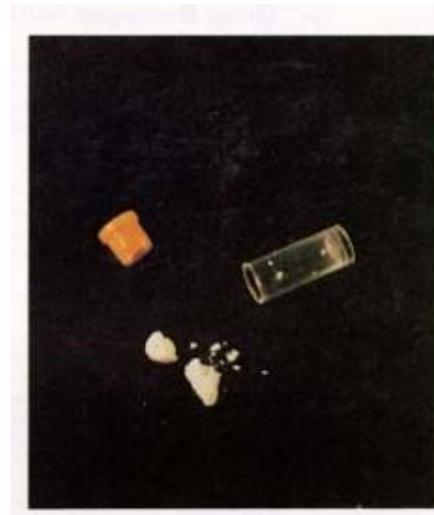


# Crack Cocaine

The high from the FIRST hit is so intense that the user will do almost anything to try to get that feeling again.

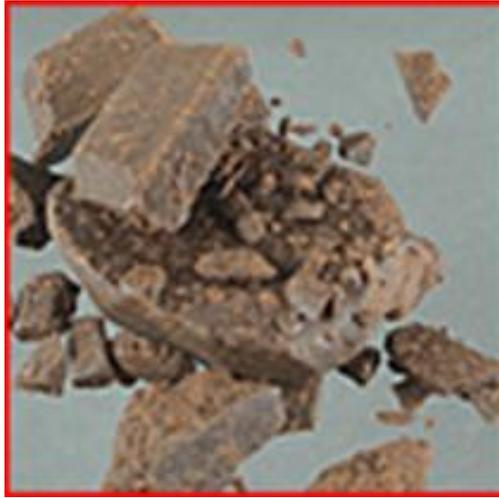
Many times this becomes a mission and everything else in life becomes secondary.

Will have no interest in doing any work, and may become violent for any reason.



# Marijuana

Street names: Pot, Reefer, Grass, Weed, Dope, Ganja, Mary Jane, or Sinsemilla  
Looks like: Parsley, with stems and/or seeds; rolled into cigarettes or cigars  
How taken: Smoked or eaten in brownies, stew, and other goodies



# Marijuana



# Drugs Facts - Marijuana

- It is going to change current company drug policies
- Medical / Recreational / Safety Sensitive
- Marijuana is still illegal at the Federal Level



# Marijuana

## ☐ Effects

- Euphoric feeling: increased sense of well being
- Lack of motivation
- Lowered inhibitions, talkativeness
- Dry mouth and throat
- Increased appetite – “munchies”
- Impaired coordination, concentration and memory
- Increased heart rate

## ☐ Dangers

- Deteriorating performance at work
- “Burn out” involving muddled thinking, acute frustration, depression, and isolation
- Impaired sexual development and fertility
- Damage to the lungs and pulmonary system (one joint is equal to 25 cigarettes)
- Hallucinations and paranoia
- Increased risk to safety and health as a result of impaired judgment and motor abilities

# Marijuana

***“I was at a concert next to some people who were smoking some marijuana and I inhaled enough of the smoke and that made me test positive”.***

While it is possible to produce levels of marijuana in a urine sample, cutoff levels were established in order to disallow a claim of passive inhalation.

To exceed the cutoff levels established by the United States Department of Health and Human Services, the individual would have to use marijuana in some manner (e.g. smoke, eat in food, etc.)



# Medical Marijuana in the Workplace

On September 8, 2016, the State of Ohio approved House Bill 523 which legalized marijuana for medical use

The State Medical Board of Ohio is responsible for certifying licensed physicians who will be able to prescribe it.

Currently, there are multiple certified dispensaries in Ohio

To qualify, your prescription will be just for one year but you can only purchase one 90-day supply at a time.

# Medical Marijuana in the Workplace

In order to qualify for medical marijuana you need to be diagnosed with one of the following diseases:

- Aids
- Amyotrophic Lateral Sclerosis
- Alzheimer's disease
- Cancer
- Chronic traumatic encephalopathy
- Crohn's disease
- Epilepsy or another seizure disorder
- Fibromyalgia
- Glaucoma
- Hepatitis C
- Inflammatory bowel disease
- Multiple sclerosis
- Pain that is either chronic and severe or intractable
- Parkinson's disease
- Positive status for HIV
- Post-Traumatic stress disorder
- Sickle cell anemia
- Spinal Cord disease or injury
- Tourette's syndrome
- Traumatic brain injury
- Ulcerative colitis



# Medical Marijuana

Important: Smoking any form of cannabis is still illegal in Ohio.

The forms of cannabis approved for medical marijuana use in Ohio include plant material, edible, oils, patches and vaporization.

It's effect on the neurotransmitters in the brain reduce pain, decrease nausea, improve appetite and improve neurologic functioning.

Under new law, employers are not required to accommodate or permit medical marijuana use in the workplace, although they may choose to do so.

An employer can choose not to permit medical marijuana. It can still establish and enforce drug testing, a drug free workplace and a zero-tolerance policy.

# CBD Facts

- CBD oil can come from both marijuana and hemp
- Hemp CBD usually has such low levels of THC they are unlikely to produce a positive THC test
- Ohio just passed a bill allowing cultivation and sale of CBD products derived from hemp. These products **must not contain > 0.3% THC**.
- CBD products **with >0.3% THC** must be obtain via the medical marijuana process.
- In order for a CBD product with <0.3% THC to test positive, one would have to consume 1000-2000 mg of the product.
- Advice to employees: If you are unsure of the hemp product you want to use, **“DON’T TAKE IT”**

# Cannabidiol (CBD)

- ❖ Primary component of cannabis. We know most about the oil form.
- ❖ 85 compounds in cannabis plant.
- ❖ CBD and THC most prominent
- ❖ CBD will not get you high
- ❖ CBD has many natural benefits for the following conditions:

Pain

Epilepsy

Multiple Sclerosis

Amyotrophic Lateral Sclerosis (ALS)

Parkinson's

Acne

Psoriasis

Depression

Bacterial Infection

Diabetes

Nausea

Arthritis

Migraines

PTSD

Autism

CBD oral solution "Epidiolex" is a prescription used to treat children with seizures  
If you choose to use CBD oil, side effects may be fatigue, diarrhea and elevated liver enzymes.  
Do not use if you are pregnant or nursing.



**University Hospitals**  
Employer Solutions

# Is CBD Legal in Ohio

- “Will using CBD cause me to have a positive drug test?” High quality CBD contains zero THC which makes it impossible to show up positive on a test looking for THC
- However, there are plenty of CBD products which could contain trace to moderate levels of THC and every persons metabolism is different.
- Therefore, YES you could test positive.
- CBD from hemp has no THC.
- CBD from marijuana plant could have traces of THC.



# Opioid Facts

- From 1999-2017 more than 700,000 people in the US have died from a drug overdose.
- In 2017, **more than 70,200** drug overdose death occurred due to an opioid.
- On average, **130 Americans die every day from an opioid overdose**. Death involve both men and women, all races and all ages.
- Opioids bind to areas of the brain that control pain and emotions. They drive up dopamine and produce intense euphoria.
- The major cause of our opioid epidemic is most likely due to legal pain killers like Oxycodone and Hydrocodone prescribed by physician.

# Drug Facts - Opiates

- Not a new problem.
- It can be made from poppy seeds or synthesized in the lab.
- Slows the heart rate and decreases respiration, thereby causing death.
- In 2020, 92,000 drug overdose deaths, which 75% are due to opiates.
- Medical advice: If you need an opiate for severe pain, take it as prescribed for the shortest amount of time to prevent addiction.

# Heroin (Opiates)

Street names: Smack, Horse, Mud, Brown Sugar, Junk, Black tar, Big H  
Looks like: White to dark-brown powder or tar like substance  
How taken: Injected, smoked, or inhaled



# Heroin (Opiates)

## ❑ Effects:

- The physical effects of opiates depends on the opiate used, the dose, and how the drug is taken. Effects may include:
- **Short lived state of euphoria, followed by drowsiness**
- **Slowed heart rate, breathing, and brain activity**
- Depressed appetite, thirst, reflexes and sexual desire

## ❑ Dangers:

- **AIDS**, blood poisoning, and hepatitis as the result of drug infection and use of unsterilized or **“shared” needles**
- Death resulting from the injection of impure heroin
- Death resulting from unexpectedly high purity of drug
- **Convulsion, coma, or death from overdose**

# Heroin (Opiates)

## ❑ **Addiction:**

- Opiates, particularly **heroin**, have an **unusually high** potential for **abuse and addiction**. Heroin addiction often leads to malnutrition, infection, and unattended injuries and diseases.
- Addicts tend to continue using the drug despite damaging physical and psychological consequences

## ❑ **Withdrawal**

- Following long-time or heavy use, **withdrawal symptoms** generally appear **4-8 hours after the last dose**. Symptoms include **chills, irritability, insomnia, and tremors**. These symptoms are usually worse 24-72 hours after onset, and can last from 7-10 days.

# Heroin (Opiates)

**“I had *poppy seed muffins* at breakfast before I went to take the drug test and the next thing I know the doctor informed me I had *failed* the test”.**

Much like marijuana, eating poppy seed muffins may produce a positive test in the urine sample. However, the **cutoff levels** are set at a level designed to **eliminate this claim**.

An **individual would not be able to consume enough muffins to exceed the cutoff levels** established by the United States Department of Health and Human Services.



# Fentanyl

Fentanyl is a powerful synthetic opioid analgesic that is similar to morphine but is **50 to 100** times more potent. Prescribed for post surgical pain.

59% of all opioids related deaths are related to Fentanyl

**Powder, dropped on blotter paper like candies, in eye droppers or nasal sprays** or made into pills that look like real prescription opioids.

Illegal fentanyl is mixed with other illegal drugs

Fentanyl works by binding to the body's opioid receptors. It **effects** include **extreme happiness**, drowsiness, nausea, confusion, constipation, **sedation**, tolerance, addiction, **respiratory depression**, and arrest, unconsciousness, **coma**, and **death**.



# Fentanyl

The **high potency** of fentanyl greatly **increases risk of overdose**, especially if a person who uses drugs is unaware that a powder or pill contains it.

They can underestimate the dose of opioids they are taking, resulting in overdose.

Naloxone (Narcan) is a medicine that **can be given** to a person to **reverse a fentanyl overdose**. Multiple naloxone doses might be necessary because of fentanyl's potency. Given usually by nasal spray.

# Carfentanil or Carfentanyl

- ❖ Synthetic opioid
- ❖ 100 x more potent than Fentanyl
- ❖ 10,000 x more potent than Morphine
- ❖ Used to sedate elephants
- ❖ So potent that when veterinarians handle it, they must wear protective gear, so as to not breath it in or absorb it through their skin.



# PCP - Phencyclidine

Street Names: Angel dust, ozone, whack, rocket fuel, hog, love boat

Looks Like: Liquid, white crystalline powder, pills, capsules

How Taken: Orally, injected, smoked (sprayed on joints or cigarettes)



# Drug Facts - Phencyclidine

- ❖ **Angel Dust**
- ❖ 1957 first use as an anesthetic drug
- ❖ Soon found patients had psychotic reaction to it
- ❖ **Now, used to lace marijuana to increase it's effectiveness**

# PCP- Phencyclidine

## The effects of PCP are:

- Altered states of consciousness
- Disorientation, confusion, and memory loss
- **Highly unpredictable, and bizarre or violent behavior**
- **Extreme agitation**
- Impaired driving ability; and
- Increase tolerance for pain

# PCP- Phencyclidine

- Physical dependence on PCP has been documented and may be accompanied by memory loss, violence, weight loss, and paranoia. Symptoms of **withdrawal include** headaches, intense craving for the drug, increased need for sleep, and “**flashbacks**” for a period of years. (simulants LSD)
- Even short term use can be dangerous causing mental changes resembling schizophrenia, severe depression, loss of learning abilities, and violent and other “intoxicated” behaviors resulting in bodily harm or death.

# Drugs Facts - MDMA

- **Psychedelic Hallucinogen**
- Top most party drug in the USA.
- **First invented by Merck as appetite suppressant.**
- Can be used orally for quick effect known **anal “plugging”**

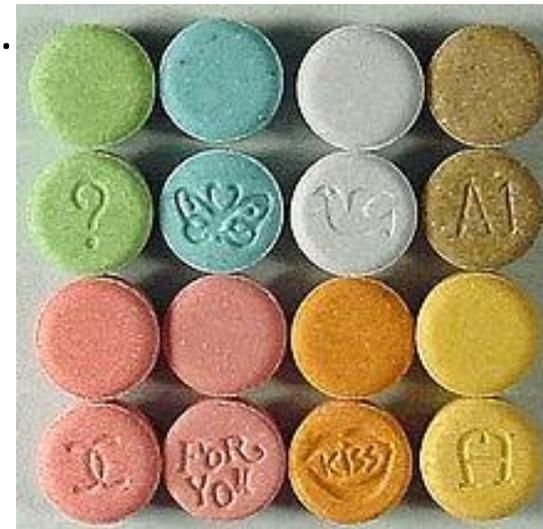
# Ecstasy - MDA MDEA

- Stimulant
- Hallucinogenic
- Designer Drugs

Amphetamines like rush that last 20-40 minutes

When combined with **physical activity** such as **dancing**, it can lead to **hyperthermia**, dehydration, **increased blood pressure**, **stroke and death**.

**Popular at “RAVE” parties**



# Alcohol

❑ **Prolonged heavy use can lead to:**

- Isolation from family and friends
- Difficulty handling daily problems
- Learning and memory problems (users may remember less than those who don't use alcohol)
- Depression
- “Blackouts” – users may forget whole blocks of time (and what they did or said)



# Alcohol

**One drink** can affect the:

## **Body**

- Alcohol enters the bloodstream almost instantly
- It travels to the brain and all the body organs
- It depresses the central nervous system and impairs:
  - thinking and reflexes
  - balance and coordination
  - vision

## **Mind**

- In small doses, it can impair judgement, leading to risk choices such as driving under the influence
- In larger doses, users may feel confused and moody. Strong feelings such as anger, jealousy and depression, can quickly lead to loss of self control
- Increasing the dose even more can cause alcohol poisoning, unconsciousness, coma, even death

# Immediate Effects of Alcohol

- Odor on breath
- Initial stimulation, followed by depressed nervous system
- Flushed skin
- Glazed appearance of the eyes
- Slowed reaction time
- Impaired motor skills
- Difficulty focusing



# Immediate Effects of Alcohol

- ❑ Stays in the body for up to 24 hours
  
- ❑ Effects:
  - Blood Alcohol Concentration = BAC
  - Body processes .015 BAC per hour
  - BAC = 0.10 Simple reactions, such as braking are **11 % slower**
  - BAC = 0.15 Complex reactions, such as braking, steering, and shifting are **41% slower**
  - BAC = 0.5 **Usually fatal**

# Blood Alcohol Levels

- .02 Mellow feeling, less inhibited, body warmth
- .05 Noticeable relaxation, impaired coordination
- .08 Limit for DUI, impaired judgement**
- .10 Noisy, embarrassing behavior, mood swings
- .15 Impaired balance, clearly drunk
- .30 Many pass out
- .40 Most pass out, some die
- .50 Breathing stops, many die**



# Blood Alcohol Levels for Men

**Approximate Blood Alcohol Levels for MEN**

Drinks	100 lbs	120 lbs	140 lbs	160 lbs	180 lbs	<u>200 lbs</u>	220 lbs	240 lbs	Physical and Mental Impairments
1	0.05	0.04	0.03	0.03	0.03	0.02	0.02	0.02	Thought, concentration, coordination and judgment affected
2	0.07	0.06	0.05	0.05	0.04	0.04	0.03	0.03	
3	0.11	0.09	0.08	0.07	0.06	0.06	0.05	0.05	Reflexes, reasoning, depth perception, and peripheral vision impaired
4	0.14	0.12	0.11	0.09	0.08	0.08	0.07	0.06	
5	0.18	0.16	0.13	0.12	0.11	0.09	0.09	0.08	
6	0.22	0.19	0.16	0.14	0.13	0.11	0.1	0.09	Coordination and judgment very impaired; slurred speech, staggering
7	0.26	0.22	0.19	0.16	0.14	0.13	0.11	0.1	
8	0.29	0.25	0.21	0.19	0.17	0.15	0.14	0.13	
9	0.34	0.28	0.24	0.21	0.19	0.17	0.15	0.14	Severe motor impairment, loss of consciousness, memory blackout
10	0.37	0.21	0.26	0.23	0.2	0.18	0.17	0.15	
11	0.4	0.34	0.28	0.25	0.22	0.19	0.18	0.16	
12	0.44	0.37	0.31	0.27	0.24	0.21	0.2	0.18	Dangerous level of intoxication

# Blood Alcohol Levels for Women

**Approximate Blood Alcohol Levels for WOMEN\***

Drinks	100 lbs	<b>120 lbs</b>	140 lbs	160 lbs	180 lbs	200 lbs	220 lbs	240 lbs	Physical and Mental Impairments
1	0.05	0.04	0.03	0.03	0.03	0.02	0.02	0.02	Thought, concentration, coordination and judgment affected
2	0.09	0.08	0.07	0.06	0.05	0.05	0.04	0.04	
3	0.14	0.11	0.1	0.09	0.08	0.07	0.06	0.06	Reflexes, reasoning, depth perception, and peripheral vision impaired
4	0.18	0.14	0.12	0.11	0.1	0.08	0.08	0.07	
5	0.22	0.18	0.16	0.14	0.12	0.11	0.09	0.09	
6	0.27	0.22	0.19	0.17	0.15	0.13	0.12	0.1	Coordination and judgment very impaired; slurred speech, staggering
7	0.31	0.26	0.22	0.19	0.17	0.15	0.14	0.12	
8	0.36	0.29	0.25	0.22	0.2	0.17	0.16	0.14	
9	0.4	0.33	0.29	0.25	0.22	0.19	0.18	0.16	Severe motor impairment, loss of consciousness, memory blackout
10	0.45	0.37	0.32	0.28	0.25	0.22	0.2	0.18	
11	0.49	0.42	0.35	0.3	0.27	0.24	0.22	0.19	
12	0.54	0.44	0.38	0.33	0.3	0.26	0.24	0.21	Dangerous level of intoxication

\* Subtract approximately .015 for every hour

One drink = 1.25 oz. of 80 proof liquor, 12 oz beer, 5 oz. wine

# So what if I went out last night!

- 2:00 AM – Go to bed with BAC of .19
- 4:00 AM – Sleeping with BAC of .16
- 6:00 AM – Get up for work with BAC of .13
- 7:00 AM – Leaving home with BAC of .115
- 8:00 AM – At work with BAC of .10
- 9:00 AM – Spills coffee with BAC of .085
- 10:00 AM – Still impaired at .07
- 12:00 Noon – Still impaired at .055

# Inhalants

- ❑ Volatile Solvents
  - Thinners, removers, **cleaning fluids**, gas (benzene, toluene), **glues**, correction fluid, **felt markers**
- ❑ Aerosols (propellants contain solvents)
  - Spray paints, **deodorants**, **cooking sprays**, fabric sprays
- ❑ Gases (i.e. medical gases)
  - Ether, chloroform, nitrous oxide (whipped cream can), **butane lighters**, **refrigerants (Freon)**
- ❑ Nitrates (**work by dilating blood vessels/relax** muscles)
  - Cyclohexyl nitrite, isobutyl nitrite, amyl nitrite (video head cleaner, room deodorizer, leather cleaner, liquid aroma)
  - **Used to enhance sexual experience**

# Inhalants

## ☐ Signs

- Chemical odors on breathing /clothing
- Paint/stains on face/hands/cloths
- Hidden empty containers/soaked rags
- Drunk/disoriented appearance
- Slurred speech
- Nausea or loss of appetite
- Inattentiveness, lack of coordination, irritability, depression

# Other Drugs of Concern

## **Synthetic Marijuana (K2, Spice, Serenity, Genie, Hush, etc)**

- Ingredient (JWH) impacts cannabinoid receptors
- Dry mouth, light headed, blurred vision, agitation, restlessness, normal pupils, perceptual changes, time distortion, mild anxiety/paranoia, sedation, exhaustion
- Up to 4 times more powerful than marijuana
- March 1, 2011, DEA banned possession and distribution



# Other Drugs of Concern

**Synthetic Stimulants** (Bath Salts, Plant Food, Ivory Wave, Red Dove, Blue Silk, Cloud Nine, and etc.)

- Active Ingredients vary: MPDV, Mephedrone, Pyrovalerone
- Cocaine/Meth-like effect including aggression, paranoia, suicide
- Intense cravings, high risk of overdose – increased Emergency Department visits – deaths reported in the US and Europe
- White House has issued Emergency Department alerts – Legislations to ban in multiple states



# Drug Abuse and Mental Illness – Be Careful

## Signs of drug use similar to symptoms of mental illness

### ▪ Depression

- Irritable, angry, sad, anergia, amotivation, anhedonia, problems concentrating, hopelessness

### ▪ Mania

- Racing mind/speech, irritable, euphoria, grandeur, many started projects, spending

## Mental Illness

### ▪ Psychotic Disorder

- Audio/visual hallucinations, flat affect, depression

### ▪ Anxiety

- Irritability, fearful, avoidance, panic symptoms, agoraphobia

## **American with Disabilities Act (ADA)**

- Covers Chemical Dependency/Abuse
- Does not cover if test positive



# What is an MRO

MRO = Medical Review Officer

A Medical Review Officer is responsible for receiving and reviewing laboratory results generated by an employer's drug testing program and evaluating medical explanations for certain drug test results.



# Requirements to be a MRO

- 49 CRF 40.121
- Licensed Physician (MD or DO)
- In a US, Canadian, or Mexican Jurisdiction
- Cannot be a nurse practitioner, physician's assistant or chiropractor
- Complete requalification training every five (5) years
- Pass another examination administered by national-recognized MRO certification board every five (5) years



# MRO contact with a Donor

- MRO identifies himself to donor
- Confirm identity of donor (ID number)
- Mirandize the donor – **ANYTHING** you tell me, particularly if it related to safety, can be shared with employer, other evaluating physician, SAP, DOT agency or NTSB without your consent.



# MRO contact with a Donor

- MRO informs donor of test results(s)
- Ask about prescribed medication
- “Keeping in mind that this is not a confidential conversation, do you have any idea how [Drug Adulterant] could have shown up in your urine?”



# Timely Flow of Test Results

- 40.167 (b) – MRO must transmit to the DER on the same day or next business day
- All verified positive test results
- Results requiring an immediate collection under direct observation
- Adulterated or substituted specimens and other refusals to test



**University Hospitals**  
Employer Solutions

## 49 CFR 40.167(b) (1)

- Direct telephone contact with the DER is the preferred method of immediate reporting
- Follow-up the phone call with appropriate documentation

## 49 CFR 40.167(b) (1)

- As an employer who receives a verified positive drug test result, you must **IMMEDIATELY** remove the employee involved from performing safety-sensitive functions
- You must take this action upon receiving the initial report of the verified positive results

# Oral Fluid Drug Testing

- Easier to administer than urine, hair or blood tests
- Since samples are collected under supervision it is more difficult for employee to tamper
- Less invasive
- Fast results
- Time frame to identify drugs in the employees' system
  - Meth – up to 4 days
  - Cocaine – up to 72 hours
  - Opioids – up to 36 hours
  - PCP – up to 3 days
  - Benzodiazepines – up to 10 days
  - Marijuana – up to 24 hours (urine and blood up to 4-6 weeks)

# Oral Fluid Drug Testing

- Long cotton swab or pad collects the saliva and cells from inside of the donor's cheek.
- Donor should not eat or drink anything (in presence of collector) at least 10 minutes prior to test.
- Accuracy rate of nearly 98%.
- DOT proposed rule in Federal Registry on February 28, 2023.
- If adopted all DOT regulate entities can perform oral flu test as an **alternative** to urine screens. It **will not** do away with urine drug testing.



Thank you!

Walter Vieweg, DO