



DRUGS DON'T WORK HERE!

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Objectives

- **Review workplace drug risk**
- **Understand signs of addiction in the workplace**
- **Review workplace drug-free safety programs**
- **Clarify the legalities and rights of the addicted worker**
- **Provide information regarding referring for addiction treatment**

A man in a white t-shirt is looking down at a dark surface where a pile of pills has been spilled. The scene is dimly lit, with a blueish tint. The man's face is partially visible in the upper left, and his hands are near the spilled pills. A black rectangular box with white text is overlaid on the middle of the image.

**75% of all illicit drug
abusers**

are employed

A woman with long brown hair is lying face down on a dark surface, possibly a desk or floor. Her head is resting on the surface, and her hands are visible near a spilled pile of white pills. A white plastic pill bottle lies on its side, with its lid open. The scene is dimly lit, with the woman's face and hands being the primary focus. The text is overlaid in a bright red color.

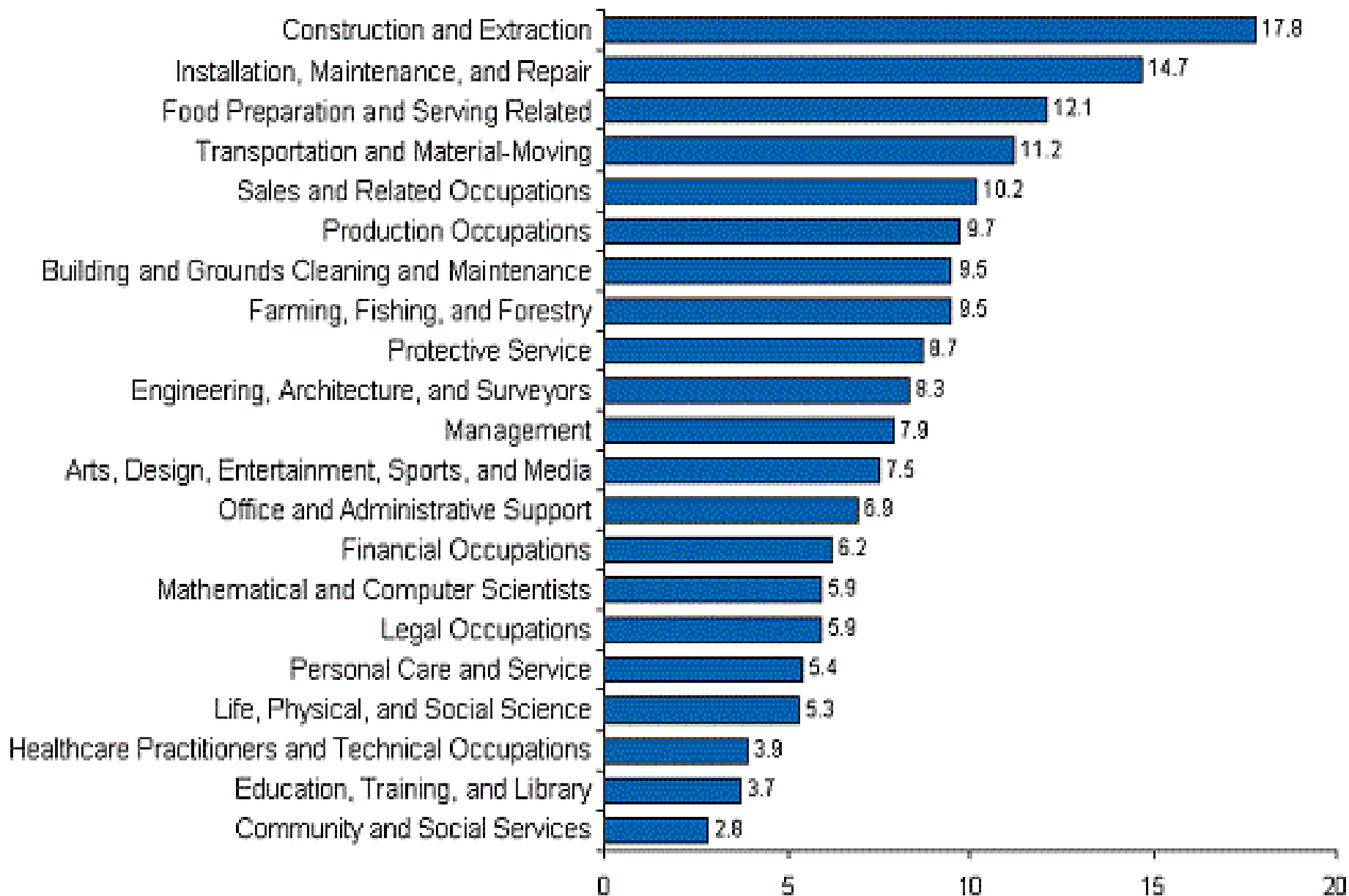
Leading cause of death
in the workplace
Overdose

Substance Abuse by Profession

PROFESSION	ILLICIT DRUG USE WITHIN PAST YEAR
Construction Supervisors	26%
Printing and Publishing	25%
Janitors	21%
Business and Repair Services	20%
Truck Drivers (light)	19%
Computer and Data Processors	14%
Transportation Equipment	13%
Computer Programmers	10%
Public Administration	9%

Source: U.S. Department of Labor

Major Occupational Categories



Percent Heavy Alcohol Use in Past Month

	Any illicit (%) [†]	Cannabis (%) [†]	Ecstasy (%) [†]	Methamphetamine (%) [†]	Cocaine (%) [†]	Other (%)	Alcohol (%) [†]	WUI* (%) [†]
Media and Telecommunications (n=298)	24.5	17.5	9.6	5.0	5.5	5.3	91.6	3.9
Hospitality (n=530)	22.2	17.6	10.2	6.1	4.7	8	89.4	7.2
Construction (n=814)	22.9	18.1	5.8	5.5	3.2	5.4	90.9	5.6
Manufacturing (n=886)	15.5	12.5	2.9	2.8	1.3	2.9	92	1.3
Finance (n=410)	15.1	9.8	6.9	4.0	5.1	5.0	94.7	0
Administration (n=1279)	14.6	8.9	4	3.2	1.4	6	92.9	2.1
Retail (n=1044)	14.3	10.8	3.9	1.6	2.5	3.7	87.8	2.8
Transport (n=539)	14.1	10.6	3.5	2.4	1.4	4.2	91.1	2.8
Wholesale (n=212)	13.1	8.1	2.9	2.4	0.7	2.7	88.6	0.5
Mining (n=205)	10.6	8.2	4.9	4.4	1.7	2.7	93.5	2.7
Agriculture (n=352)	10.3	6.5	2.7	1.2	0.6	4.2	86.5	0.4
Healthcare (n=1640)	10	6.7	2.4	1.0	1.3	2.9	88.5	0.9
Education (n=1119)	7.3	5.6	1.2	0.6	0.2	2.1	88.5	0.6

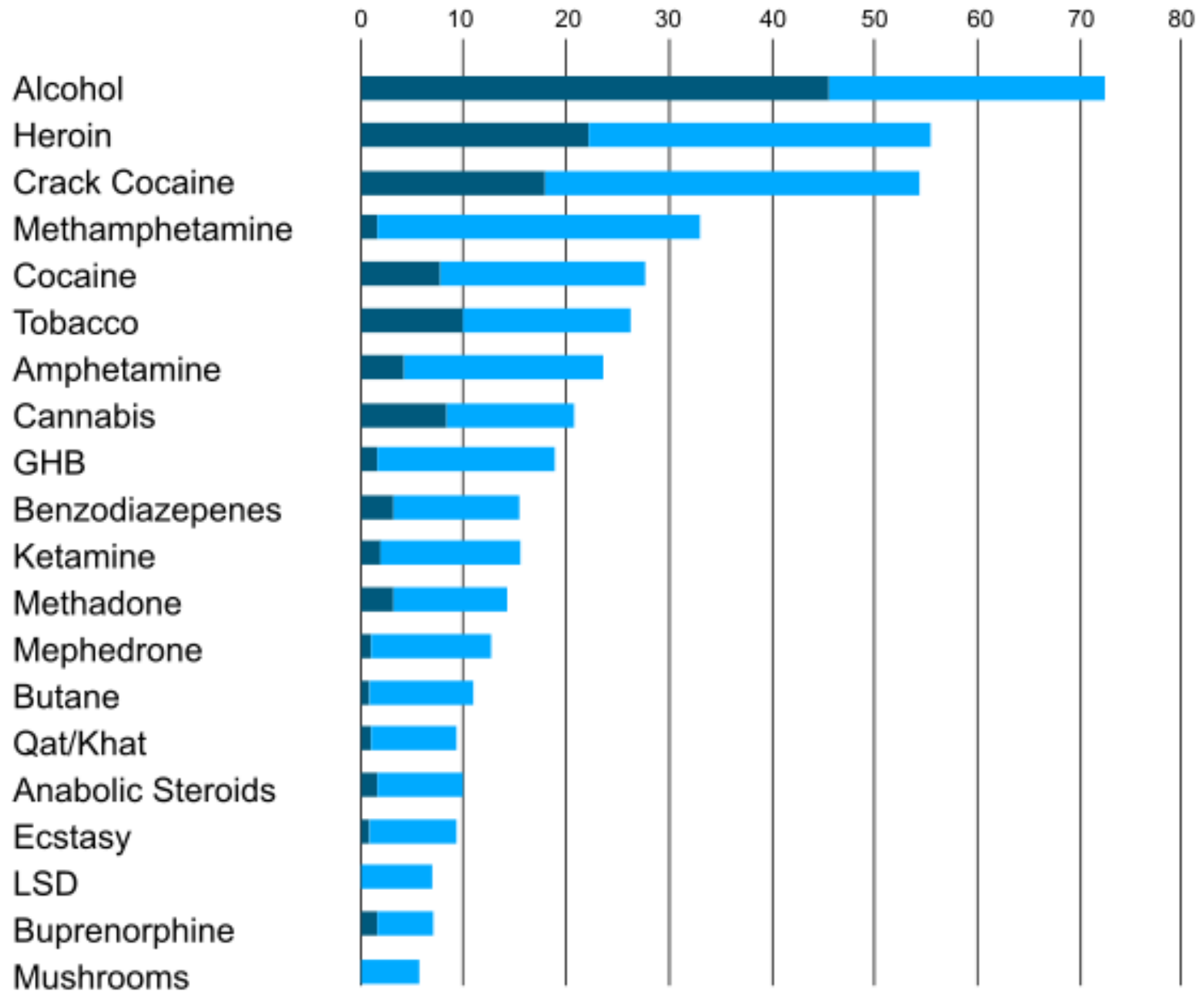
* per cent of the sample that went to work under the influence of any illicit drug (WUI)

† As some participants were not asked this question, the total 'n' may vary in this column

Harm Caused by Drugs

■ Harm to others
■ Harm to users

*With a maximum possible harm rating of 100



Illicit Drug Use

- **8th graders: 20%**
- **10th graders: 38%**
- **12th graders: 50%**



Opiates

- Most abused legal drug
- Includes Vicoden, Percocet, Oxycontin, Heroin
- Rx crackdown has diverted opiate addicts to heroin due to cost
- Overdose is deadly—breathing stops
- Overdose reversed by Narcan IV, IM or nasal
- Withdrawal is not deadly but miserable

Alcohol

- More common than you would think
- Overdose is uncommon and rarely deadly
- Withdrawal is dangerous and possibly deadly



Marijuana

- Legal is about half of all states
- Has diverted Mexico to grow heroin!
- The most common positive urine drug screen
- For DOT and any federal UDS, marijuana is illegal regardless of state residence



How to detect an abuser/addict:

- change jobs frequently
- late to or absent from work
- less productive employees
- involved in a workplace accident
- files a workers' compensation claim

Drug testing

- **DOT**/federally mandated testing/regulated
- **Non-DOT**/BWC Drug Free Safety program/non-regulated
- **Types of drug tests:**
 - Preplacement
 - Post-accident
 - Random
 - Reasonable suspicion
 - Return to work

DOT drug testing mandate:

- **The BIG FIVE**

- Marijuana

- Heroin, morphine, codeine

- Cocaine

- Methamphetamines, Ecstasy

- PCP

**DOES NOT detect Vicoden, Percocet,
Oxycontin, Xanax, Ativan, Valium**



- Marijuana
- Cocaine
- Amphetamine
- Opiates
- PCP

Non-DOT testing

- **Your choice!**
- **Must have policy and training**
 - Employees
 - Supervisors
- **Recommend:**
 - Expanded opiates
 - Benzodiazepines
 - Negative Dilute



Test types

- **Alcohol**

- **Federal: only breath**
- **Non-federal**
 - Urine
 - Saliva
 - Blood

- **Drugs**

- **Federal: only urine**
- **Non-federal**
 - Urine
 - Hair
 - Saliva
 - blood



Pros and Cons of Test Methods

SPECIMEN	BEST FOR	WORST FOR	COMMENTS
Urine	Preemployment After an accident Random	Alcohol detection	Widely accepted Often adulterated
Hair	Preemployment Reasonable suspicion Historic use	After an accident	Trouble detecting marijuana Expensive
Oral Fluids	After an accident Reasonable suspicion	Preemployment	Short detection window Hard to adulterate
Blood	After an accident Law enforcement Extreme cases Subjects on dialysis	Other uses	Highly invasive Drugs must still be in system Expensive Medical waste issues
Pupillometry	N/A	N/A	Still experimental

Testing Particulars

- SAMSHA certified lab
 - Medtox
 - LabCorp
- Results go to Medical Review Officer (MRO)
 - Physician trained, tested and certified in the legalities and process of drug testing
- MRO contacts donor employee
 - Employee has 1 day to respond to MRO
 - Designated Employer Representative may help find employee
 - Donor has 72 hours to respond, 14 days from donation

Results

- **Positive**
- **Negative**
- **Negative dilute**
- **Refusal to test = Positive**
- **Adulterated = Positive**
- **Substituted = Positive**

Negative Dilute

Put it in your policy

What to do with a positive test?

- DOT: See 49 CFR 40
 - SAFETY SENSITIVE: Stand down
- Non DOT: SEE YOUR POLICY

Remember, an employee has a right
to be on addictive medications

EXCEPT SAFETY SENSITIVE JOBS



PHOTO: THINKSTOCK

Legal protection of an addict:

- Addiction is a disability and is covered by the Americans with Disabilities Act
- If an addict self-identifies, he is legally protected.
- If an addict is identified after the results of the drug test are available, he is not protected.
- DOT/Federal must follow 49 CFR Part 40

Referral to a Substance Abuse Professional (SAP) or EAP

- Required under DOT/Federal
- Recommended under non-federal, non-DOT
- The employer is to provide the name and contact information for the SAP
- The employer is not required to pay for the referral/treatment

Return to Work

- DOT: Must follow the recommendations of the SAP Substance Abuse Professional
- Non DOT: Per your policy and per the recommendations of the SAP
- Generally involves random drug screening for up to 12 months

Fitness for Duty Evaluation

- **Drug screening is not always the final answer**
- **Standard (cheap) drug screens miss many commonly abused drugs like vicoden and percocet**
- **There are medical reasons for impaired behavior**



Does Drug testing help?

Yes



Drug testing program benefits:

- Improvements in morale and productivity
- Decreases in absenteeism, accidents, downtime
- Decreases in turnover, theft
- Better health status among employees and family members
- Decreased use of medical benefits

Fake Urine Industry



**Best bang for drug screening
buck:**

**Random Drug
Testing**



HELP

Recommend

