



Building a Culture of Safety with an Effective Drug Testing Program

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Why are we here?

How big of a problem is drug abuse?



Consequences of Drug Use in the Workplace



Inconsistent work **quality**



Poor concentration and **lack of focus**



Lowered productivity or erratic work patterns



Increased **absenteeism**



Carelessness, **mistakes**, or errors in judgement



Disregard for safety of self & others, on-the-job, off-the-job accidents



Driver **accidents**

Cost to Employers



- ❖ Substance abusers are responsible for **35%** of all absenteeism and **5 times more likely** to be absent than their non-substance abusing co-workers.
- ❖ Substance abusers perform at only **67%** of their potential – making them **1/3 less productive** than their non-substance abusing co-workers.
- ❖ Substance abusers account for **40%** of all theft in the workplace.
- ❖ On average, **10-20%** of all work-related fatalities in the U.S. test positive for drugs or alcohol.
- ❖ Substance abusers cause **38-50%** of all workers' compensation claims.
- ❖ Each substance abuser costs their company an average of **\$7,000 per person/year**; For safety sensitive industries, CCG estimates the cost is closer to **\$35,000 per person/year** as a result of the higher cost of downtime, injury, and loss of performance.

Drug Testing Challenges

Marijuana, Opioids, CBD Oil, COVID



What are the laws in your state

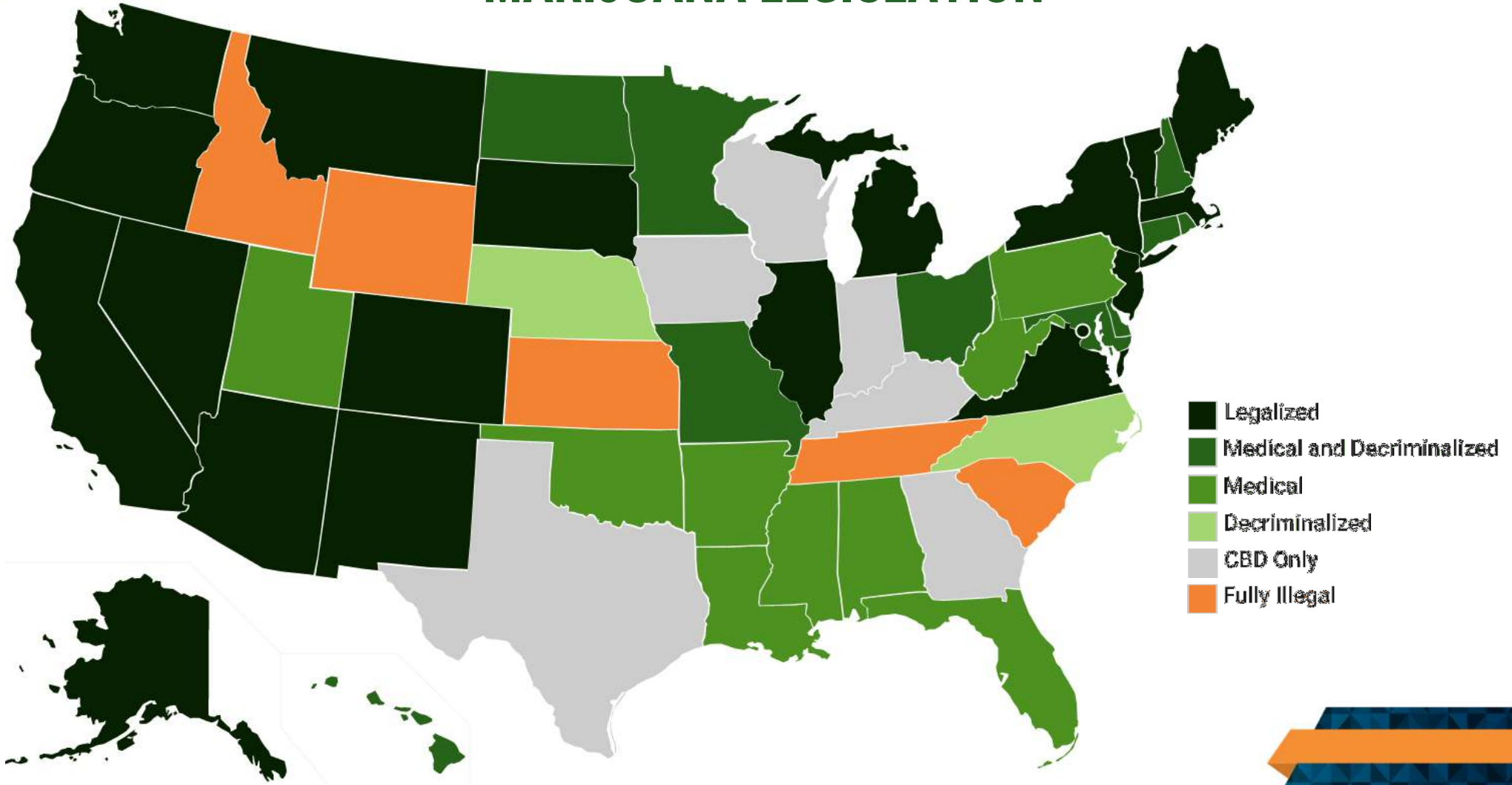


Not sure where to start with drug testing?

- ❖ Drug & Alcohol Testing Overview
- ❖ DOT & Transportation Compliance
- ❖ Pre-Employment Drug Testing
- ❖ Random Drug Testing
- ❖ State Law Map
 - ❖ www.disa.com/statemap

MARIJUANA LEGISLATION

Last Updated:
September 2021



CBD Oil – A Consistently Baffling Discussion



- ❖ CBD Oil has documented, medicinal benefits
 - ❖ (e.g. *Chronic inflammation and pain relief*)
- ❖ CBD Oil can be made from marijuana or hemp (*Hemp is a botanical class of Cannabis sativa cultivars grown specifically for industrial or medicinal use*)
- ❖ CBD Oil made from hemp is legal **if it contains less than 0.3% THC**
- ❖ The FDA **DOES NOT** regulate or test the THC levels in CBD Oil

CBD Oil – A Consistently Baffling Discussion

- ❖ There are real world cases of CBD Oil containing significantly more THC
- ❖ Consuming high doses of CBD Oil can result in a positive test for THC
- ❖ There is no confirmatory test to separate THC in CBD Oil from Marijuana

- ❖ *An equivalent example would be taking pills to feel better, without knowing what they were. Then failing a drug test for oxycodone.*





COVID-19 Positivity Rates

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It's Not Just Marijuana



- ❖ Over **two million** Americans are estimated to have a problem with opioids.
- ❖ Roughly **21 to 29 percent** of patients prescribed opioids for chronic pain misuse them; About **80 percent** of people who use heroin first misused prescription opioids
- ❖ The COVID-19 pandemic caused Opioid random positivity rates to **increase 292%** from 2019 to 2020.

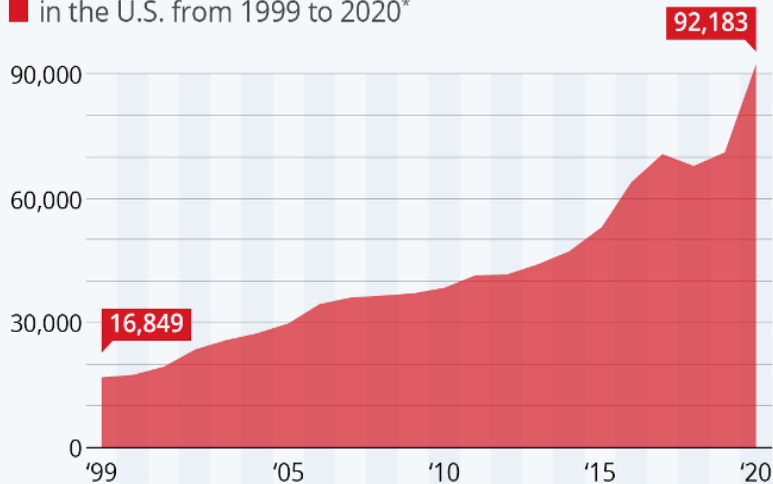


Stat That Stands Out



Historic Spike In U.S. Drug Overdose Deaths

Number of drug overdose deaths in the U.S. from 1999 to 2020*



* Historical data from 1999 to 2019, Provisional figures for 2020
Source: Centers for Disease Control and Prevention



statista

More than **92,000 people died of overdoses** in the U.S. in 2020.

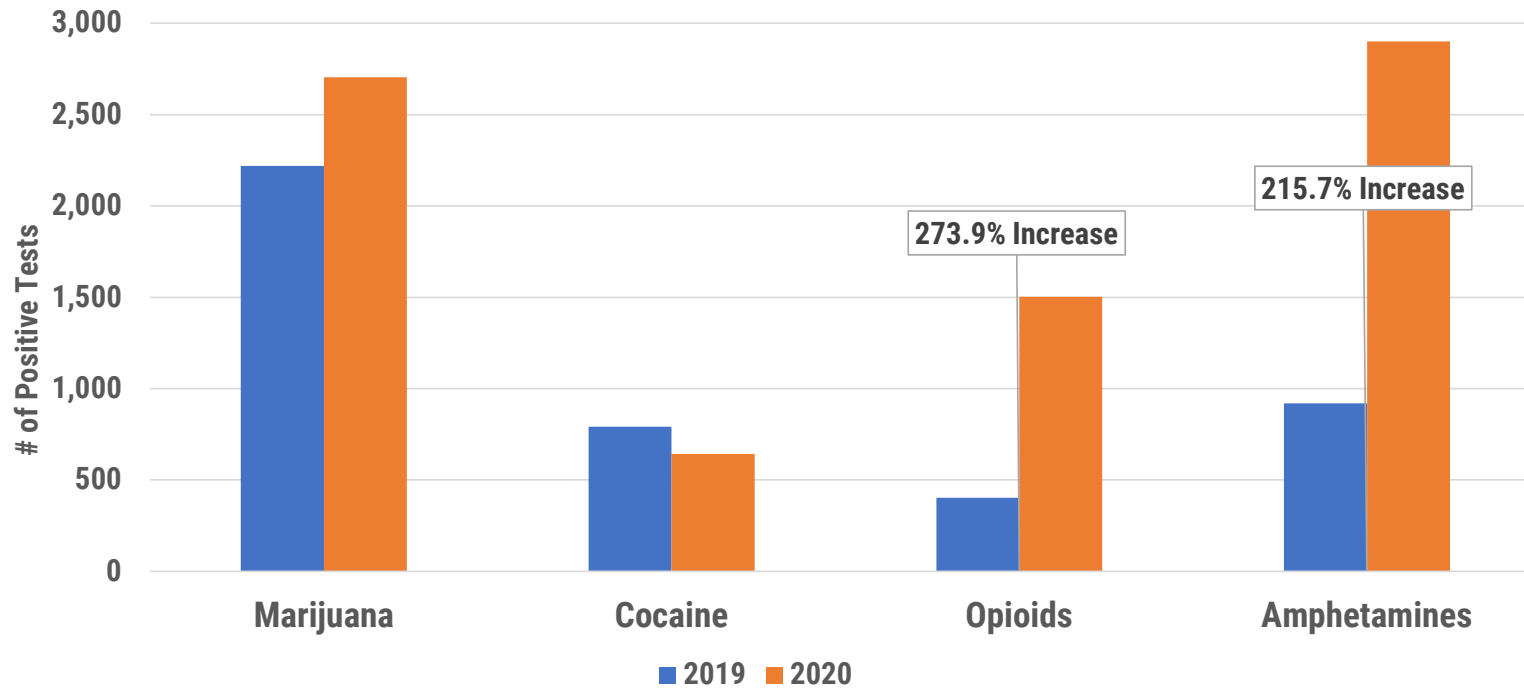
More people than in any other year in history. The year-over-year increase was also unprecedented **increasing 30% from 2019**.



COVID-19 Has ACCELERATED Amphetamine & Opioid Use!



of Positive Random Drug Tests by Drug Family





Substance Abuse Trends Following 9/11



- ❖ During a national crisis, substance abuse increases
- ❖ COVID-19 is a worldwide **pandemic** that is causing **stress, anxiety and fear**
- ❖ After both **Hurricane Katrina** and the terrorist attacks of **September 11, 2001**:
 - ❖ Substance abuse increased in the nearby geographic region
 - ❖ People “self-medicate” to deal with the symptoms of depression and post-traumatic stress disorder (PTSD)
- ❖ The report also found that the increase in substance use **persisted several months** after 9/11
- ❖ After 9/11, “... 30% of Manhattan residents said they drank more alcohol, smoked more cigarettes, and used more marijuana in the first month after 9/11, and **that number only dropped slightly to 27% six months later.**”

<http://headsup.scholastic.com/students/scientists-find-a-connection-between-911-and-substance-abuse>

<https://www.webmd.com/balance/news/20040319/new-yorkers-after-9-11>

Understanding Your Options

What you can test and when



What Drugs Get Tested For?

5 Panel (*DOT Mandated*)

- ❖ Marijuana
- ❖ Cocaine
- ❖ Opioids (incl. synthetics)
- ❖ Amphetamines
- ❖ PCP

10 Panel (*includes all 5 panel drugs*)

- ❖ Barbiturates
- ❖ Benzodiazepines
- ❖ Propoxyphene
- ❖ Methadone
- ❖ Methaqualone

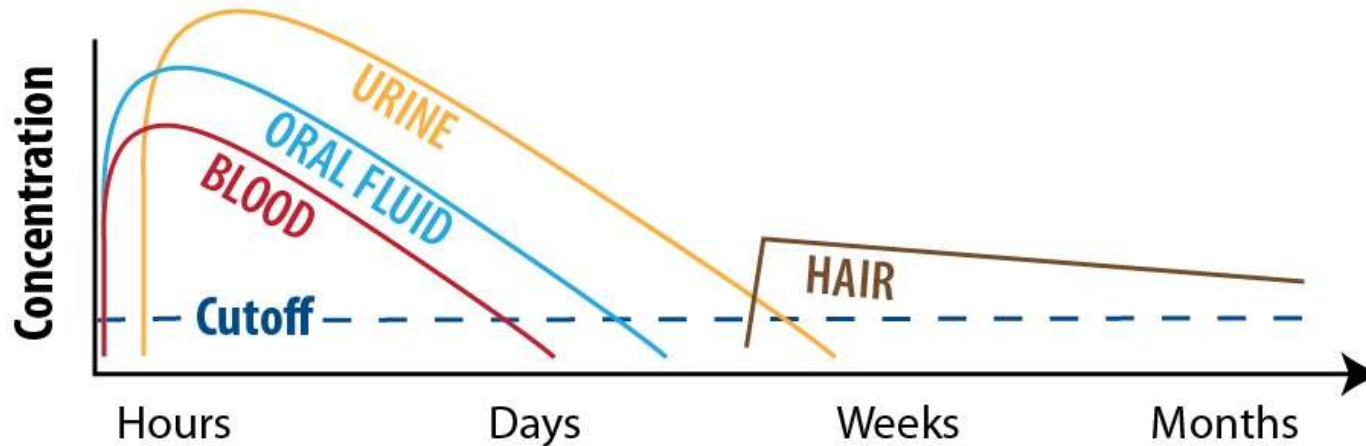
Most Common Drug Testing Methodologies



5-Panel Lab-based Urine Testing (*DOT Mandated*)
10-Panel Lab-based Urine Testing

5-Panel Lab-based Hair Testing
11-Panel Lab-based Oral Fluid Testing

Windows of Detection






Drug Testing Methodologies



Benefits and features by Drug Testing Methodology

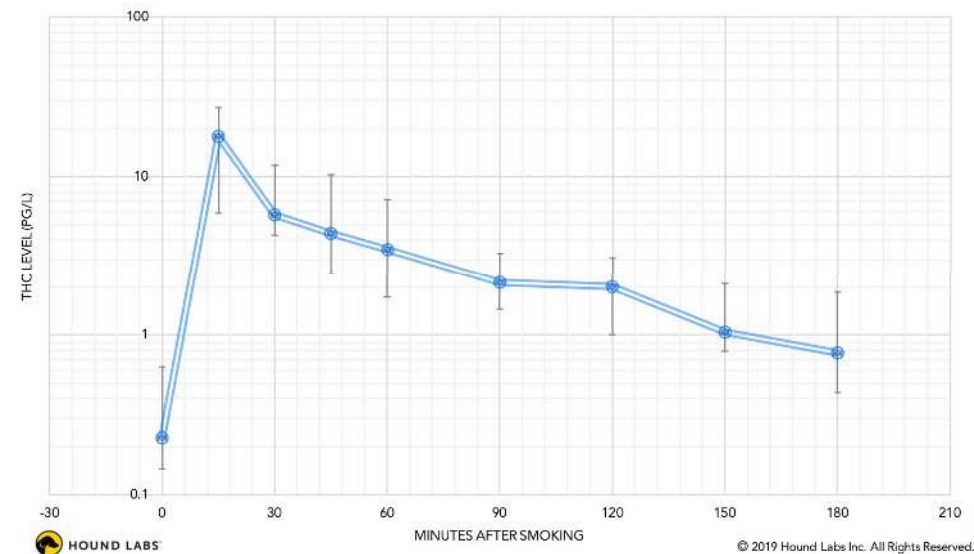
- **Urine Testing** 0–7-day detection time (*less expensive than hair or oral fluid testing*)
 - **Hair Testing** 14–90-day detection time (*longer detection window & eliminates the need for restrooms*)
 - **Oral Fluid** 0–48 hour detection time (*detects recent drug use & eliminates the need for restrooms*)
 - **Alcohol Testing** – BAT machine Swab (*detects recent use*)
- 
- A decorative graphic in the bottom right corner, consisting of a blue geometric pattern with an orange arrow pointing to the right.



Marijuana Breathalyzer Technology

- ❖ Not Commercially Available Yet
 - ❖ Likely Available in 6-12 months
- ❖ Detects Recent Usage in the past 2-3 Hours
 - ❖ Aligns with Impairment Window
- ❖ Non-invasive, fully observed
- ❖ Higher Cost (New Technology)
- ❖ Only tests for THC
 - ❖ Does not replace existing testing

MEDIAN BREATH THC VS. TIME AFTER SMOKING





Drug Testing Purposes



- ❖ Pre-Employment drug testing
- ❖ Random testing drug testing
- ❖ Post Accident
- ❖ Reasonable Suspicion
- ❖ As per client requirements
- ❖ Wall to Wall



Reasonable Suspicion Testing



If there is reason to believe through observation, that an employee's appearance, behavior, speech or body odor indicates alcohol or drug use, **then the employer should proceed with a reasonable suspicion drug and/or alcohol test.**

Why Are Supervisors Reluctant To Test For Suspicion?

- ❖ Worried they might be wrong
 - ❖ If the test is negative – fear of litigation
- ❖ Hassle, too much trouble
- ❖ Shortage in labor force, no one else can do his/her job
- ❖ Employee a friend (co-worker)
- ❖ Person might get fired
- ❖ Don't feel properly trained



Valid Reasons for a Reasonable Suspicion Test



The following are valid reasons to conduct a reasonable suspicion test:

❖ Physical signs

- ❖ Bloodshot eyes/dilated pupils, slurred speech, unsteady walk, shakes or tremors, unexplained sweating or shivering, fidgeting/inability to sit still, sleeping at work or difficulty staying awake

❖ Behavioral signs

- ❖ Attendance problems/tardiness, a pattern of absences or excessive absenteeism, a decline in performance/productivity, acting withdrawn from others

❖ Psychological signs

- ❖ Unexplained changes in personality or attitude, sudden mood changes, angry outbursts or inappropriate laughing, inability to focus or concentrate



For More Information



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