



# Simplifying Employer Drug Testing in Challenging Times



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# Today's Topics

- Employee/Employer Challenges
- Collection Site Challenges
- Alternate Specimen Types
- Substance Abuse on the Rise
- Expanded Testing Panels
- Legal Issues, Regulations, Societal Pressure

# Employee/Employer Concerns

- Considerations & Challenges
  - DOT and NonDOT Drug Testing
  - Alcohol – BAT vs Saliva Alcohol
  - Random Testing
  - Exposure
  - Remote Employees
  - Quarantine Times
  - Return To Work



# Collection Site Challenges to Drug Testing

- Issues & Concerns
  - Closures
  - Limited Hours
  - Exposure Protocols
  - Appointments and Wait Times
  - Mobile collections



# Alternatives to Urine Drug Testing

- Hair Testing

- Look Back Timeframe (7 days-90 days)
- Head Hair vs Body Hair
- Challenges – Who can collect? Turnaround?
- Limited panels – Less Customization

- Oral Fluid/Saliva Testing

- Lab-Based vs Instant
- Look Back Timeframe
- Challenges: Collection Sites vs Self Collect
- Limited panels as compared to Urine

# Legal and Regulatory Changes

## DOT Changes?

- Oral Fluid Testing
- Hair Testing



# Substance Abuse on the Rise

*Baptist Health South Florida Study. Participants used:*

- Alcohol (88%)
- Marijuana (37%)
- Prescription opioids (15%)
- Benzodiazepines, such as Xanax (11%)
- Prescription stimulants, such as Adderall (10%)
- Cocaine (9%)

*Additionally, many respondents displayed higher rates of drug and alcohol use. Of the respondents:*

- 55% reported an increase in past-month alcohol consumption, with 18% reporting a significant increase
- 36% reported an increase in illicit drug use
- In the states hardest hit by the coronavirus (NY, NJ, MA, RI, CT), 67% reported an increase in past-month alcohol consumption, with 25% reporting a significant increase*

*The participants were asked why they were prompted to use substances within the last month. Of the respondents:*

- 53% were trying to cope with stress
- 39% were trying to relieve boredom
- 32% were trying to cope with mental health symptoms, such as anxiety or depression

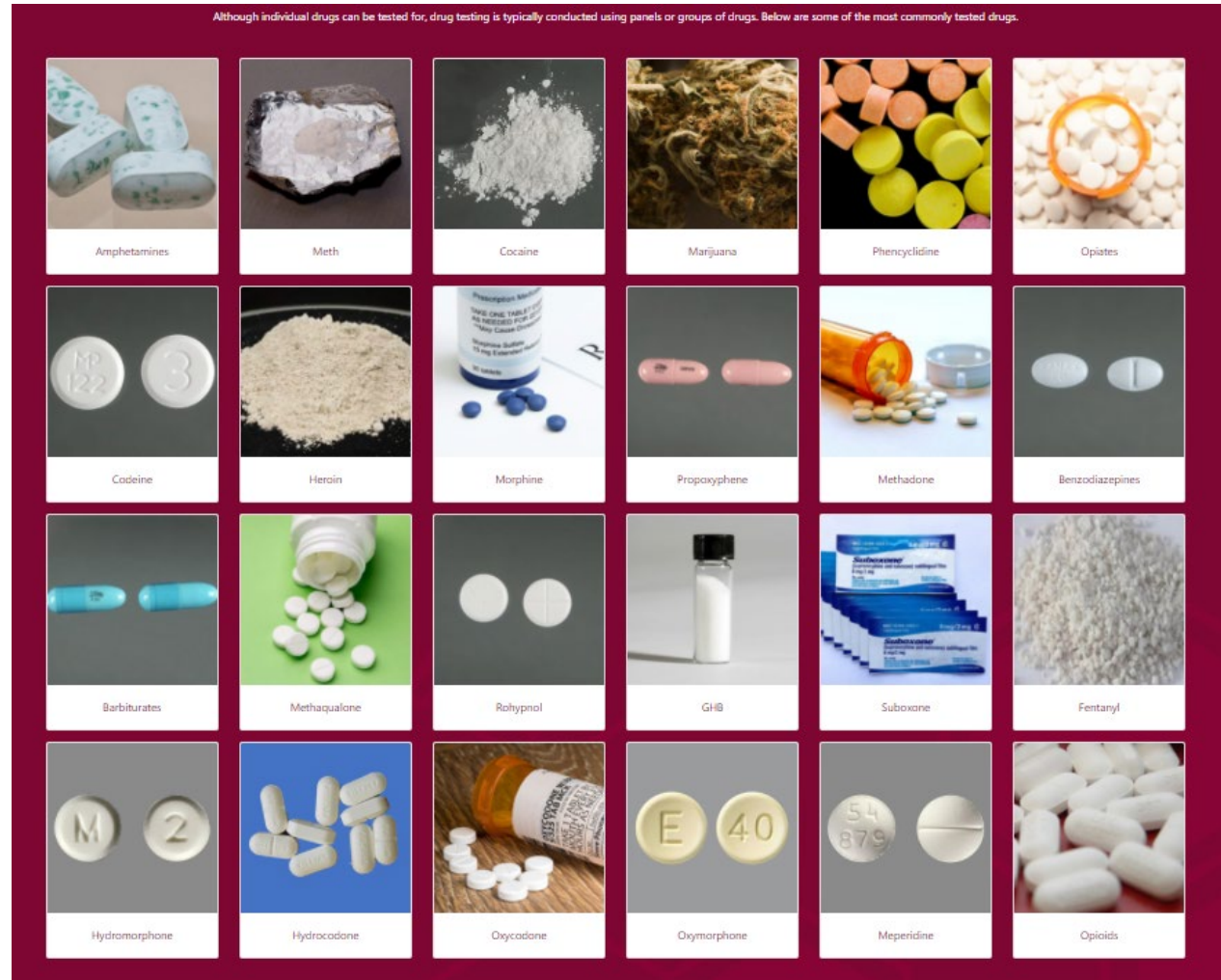


SOURCE: <https://baptisthealth.net/baptist-health-news/alcohol-and-drug-use-on-the-rise-during-covid-19-pandemic/>



# Expanded Drug Panels: To Test or Not to Test?

- Standard Panels
  - 5/10 Panel
- 9 Panel ? No THC or no MQU or other?
- DOT 5 Panel
- DOT look-a-like panels
- Additional Drugs?
- Turnaround Time





# Legal and Regulatory Changes

## ● 2020 Example & the Trend Continues...

- Arizona, Montana, New Jersey, and South Dakota—voted to legalize recreational cannabis,
- Mississippi and South Dakota legalized its medical use.
- Both the District of Columbia and Oregon eased restrictions on psychedelic drugs: DC decriminalized psychedelic plants, including psilocybin—the psychedelic compound in “magic mushrooms”
- Oregon legalized the use of psilocybin in mental health treatment.
- \*The most significant change was in Oregon, which became the first state to decriminalize small amounts of **ALL** drugs, including heroin, cocaine, and methamphetamine.
  - \$100 fine or or undergo a health assessment with an addiction specialist

# Societal Pressures

- Push for Legalization
  - Marijuana
    - Medical
    - Personal Use/Recreational
  - All Drugs
- Decriminalization
  - How will it affect businesses and drug testing sales?
- Normalization of Drug Use



# What Can You do?

- Stay Informed – Be Knowledgeable
- Be Active - Provide feed back (eg DOT requests for comments)
- Keep you customers informed
  - Articles
  - News Updates
  - Resource Guides
  - Videos
- Know where to go for accurate information!



# QUESTIONS?

If you have additional questions,  
please email *Tom Fulmer* at  
**[Tom@NationalDrugScreening.com](mailto:Tom@NationalDrugScreening.com)** with  
“FPHRA Webinar” in the Subject Line.



# Thank You!



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