



Employer's Guide to Occupational Drug Testing

Everything You Need to Know to Protect Your Business



Celebrating 20 years in the business of keeping companies safe

Call or Email for a Free Consultation
Nationwide 855-807-8533 | Local 919-725-7790 | info@atyourdoordrugtesting.com



If any of these quotes sounds like you, you're not alone!

"I don't want my employees to think I don't trust them."

"I would have noticed if my employees were abusing drugs or alcohol."

"Drug testing is too expensive for my small business."

"I don't have time to manage an employee screening program!"

Business owners often hesitate to implement occupational drug testing or employee screening programs in the workplace out of fear of cost, the time investment, or the impact a new program would have on the workforce.

It's no secret that violations of company drug and alcohol policies are an escalating problem in today's workplace.

According to a survey by the National Institute on Drug Abuse:

- 8% of Americans have used illicit drugs within the past month;
- 15% of employed Americans abused drugs within the past year.

If you have 20 employees in your organization, chances are 2 of them have abused illicit drugs in the past 6 months.

**DO YOU KNOW WHO THOSE 2 ARE?
SHOULD YOU KNOW WHO THOSE 2 ARE?**



Why YOU Should Implement Drug and Alcohol Testing for Your Company

- Reduce potential for onsite accidents.
- Avoid loss of business, merchandise or equipment.
- Increase employee productivity.
- Protect your business from costly insurance claims.
- Take action to eliminate drugs in the workplace.
- Maintain corporate integrity and workplace values.
- Keep other employees safe at work.
- Meet governmental or industry guidelines.



**Certified Lab Results.
Every Time.**





Saving Money with Occupational Drug Testing

As a business owner, your priority is managing costs and maximizing profits. An occupational drug testing program for your company is an easy, cost-effective way to reduce your insurance, workers compensation, theft, benefits, and absenteeism costs. Occupational drug testing programs don't need to be expensive or difficult to maintain, and are easily scalable to the size of your business, and its individual needs.

Policy Development

At Your Door Drug Testing can assist you in developing company occupational drug testing and employee screening policies. We're your trusted partner to develop effective policies that reduce insurance costs and increase productivity for your business.

According to the National Institute on Drug Abuse (NIDA), in workplaces where there is employee drug abuse there is:

- 5 times more Workers Compensation claims
- 30% greater employee turnover
- 40 versus 4 days of employee absenteeism annually
- 36 times higher employee theft
- 300-400% more health care benefit utilization
- A greater chance of workplace violence (66% of those arrested in such incidences test positive)

The average cost of drug abuse per employee annually is \$10,000 due to employee turnover, Workers Compensation claims, absenteeism, employee theft, violence on the job and the use of health care benefits.

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Implementing a Drug Testing Program in Your Company

Companies that are considering implementing a drug-testing program should begin with establishing policies and procedures for all employees.

Pre-Employment

The most common type of testing is pre-employment, where companies request candidates undergo drug testing as a condition of their new employment. Making this requirement clear at the start of the interview process will help you outline your concrete reasons why drug and alcohol is not tolerated in your business.

Current Employees/Post-Employment

If you intend to perform testing for current employees, your process begins with establishing a clear discipline guideline in case of a positive test, and performing training and education for supervisors and employees.

Drug testing may raise feelings of anxiety and concern with existing employees, but if you demonstrate that your reasons for the policy benefit both the company (with reduced costs) and the employees (with increased safety), you are likelier to overcome objections.

Post-employment testing includes random testing (for safety sensitive positions), individualized suspicion testing, post-accident testing, and testing that is legally required in certain industries like the Department of Transportation (DOT) requirements for truck drivers. Each of these types of testing is legally sensitive, and an employer should have a program in place before starting.

Although the Americans with Disabilities Act (ADA) and similar state laws provide protection for people who are in rehabilitation for a drug addiction, the ADA does not protect people currently using illegal drugs, and does not affect drug testing.

Post-Accident

A common policy companies implement is the requirement for drug testing in the event of a workplace accident. This ensures that impairment by drugs or alcohol wasn't a factor in the accident. Several insurance companies are now requiring post-accident drug testing in order to make insurance claims, and having this as an established policy for your company *may allow you to negotiate lower insurance rates.*

Call At Your Door Drug Testing for a free consultation for your company's drug and alcohol testing needs—at your location or ours!

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Costs/Benefits of Implementing a Drug Testing Program

Occupational drug testing is an easy solution to save your company thousands of dollars each year in insurance, workers compensation, theft, benefits, and absenteeism costs.

More importantly, *if you care about your business and your employees, you can be assured that you are providing them with peace-of-mind, knowing that the workplace is safe and productive for all.*

Company occupational drug testing policies and programs can be set up with a minimal amount of effort and At Your Door Drug Testing is your one-stop shop for all policy development and testing needs. If your company operates in multiple locations, At Your Door Drug Testing offers nationwide testing services.

Drug tests for small to medium employers generally cost \$50-\$70, including collection of the sample, laboratory analysis, services of a Medial Review Officer, and results reporting.

Good to Know Return on Investment

Most employers realize a return of \$15 for every \$1 they spend in occupational drug testing for their new hires and existing employees.

Compared to the cost of even one employee with a substance abuse problem, most firms find eliminating the problem in the first place is well worth the time and money involved in implementing in a drug- testing program.



How Testing is Performed

Onsite vs. Offsite

Most drug testing is done by sending an applicant to a collection site, where a urine sample is obtained and sent to a certified laboratory for analysis.

At Your Door Drug Testing offers a unique program of on-site testing at your location. Representatives will come to your site to collect specimens, allowing employees to return to work immediately.

Negative results are normally available within 48 hours. *There are instant test kits on the market. These are similar to home pregnancy tests and require the employer to manipulate a urine sample. Although these tests are considered accurate for immediate screening, they are useless in the event of a positive result, since that requires laboratory confirmation and retention of a sample for retesting. In addition, they are not more cost effective than laboratory tests.

Good to Know Second-Hand Smoke

To avoid the complications from "second hand" marijuana smoke, most labs will set a higher threshold before reporting THC in the system.

What is Tested?

The most common testing option is a standard 5-Panel test. This simple urine or blood test looks for the most common recreational or street drugs, including Marijuana (THC), Cocaine, PCP, Opiates (such as codeine and morphine) and Amphetamines (including methamphetamine).

Some employers use a 10-Panel test, which includes prescription drugs that are legal to possess and use. Employers also may test for alcohol.

*Instant kits can only be used for pre-employment hiring in the state of North Carolina.

How Testing is Performed

When to Test?

Every drug has a slightly different effect on each employee, however most drugs stay in a person's system for two to four days after consumption. For consistent or chronic drug users, results may be detected much longer – up to 14 days for marijuana users, 30 days for sedative users, etc.

Most employers will determine a schedule of regular random drug testing. The specific schedule of drug testing should be kept confidential from employees to ensure that employees don't attempt to avoid detection or mask drug use.

Positive or Abnormal Test Results

Positive tests are extensively re-confirmed to ensure that there is not a false positive.

At Your Door Drug Testing also employs the services of a Medical Review Officer (MRO) to review all positive results. In the case of a positive result, the MRO will normally contact the subject to determine if there is a medical explanation for the positive results. For example, eating poppy seeds before a test can result in a false positive for opiates.

A professional MRO also knows that poppy seeds cannot cause certain levels of opiates, and certain additional testing can eliminate that.

Abnormal results also are closely scrutinized, as they may indicate the employee has attempted to mask drug use through a variety of methods (diluting the sample by drinking a large amount of water before the test, consuming masking chemicals, etc). That is also a result that a MRO would examine.

If the positive test is confirmed, the employee should have the right to pay for a retesting of the sample they gave at a laboratory of their choice. Urine samples for all positive tests are retained for that purpose.

If an employee tests positive during their re-test, then the employer must follow the policies and procedures they have put into place. Some employers will utilize an Employee Assistance Program (EAP), which can arrange for professional assessment and treatment recommendations. All drug-testing results should be maintained on a confidential basis separate from an employees' personnel file.

Good to Know Certified Results

The chances of a false positive by a certified laboratory are less than .000001% or 1 in 1 Million.

At Your Door Drug Testing employs only the highest-caliber certified laboratories which guarantee accurate results and provide expert testing personnel in the case of a positive result.