

## Drug Screening Information

OHG will be responsible for the specimen collection, chain of custody documentation, security, processing, results reporting, and storage of all specimens (unless OHG is the collection site only). All individuals being tested are required to provide **photo identification** (i.e., Driver's License, military ID, recent passport). Collection will not proceed without appropriate photo identification. A Designated Employer Representative (DER) will receive written and verbal notification of drug screen results. Drug Screen Results are typically reported within 24-72 hours (hair testing results 48-72 hours) from day of collection.

A Medical Review Officer (MRO) can be used to review drug screen results in certain cases. An MRO is a physician who is trained and certified to determine if a positive drug screen indicates illegal or abusive drug use. All OHG physicians are certified MRO's. The MRO is required to report positive results to the employee first. The employer is then notified.

The following are panels offered in compliance with D.O.T. regulations or for employers who fall under the Alabama Drug Free Workplace Act:

### Drug Screen Categories

There are two types of drug screening test categories:

1. Regulated (Federal)
2. Non-regulated (Non-Federal)

### Regulated

This test is the standard 5-panel (D.O.T.) drug screen. It is used exclusively for all Federally Regulated employees which include the Federal Motor Carrier Safety Administration, Federal Aviation Administration, Federal Transit Administration, Federal Railroad Administration, United States Coast Guard, the Pipeline and Hazardous Materials Safety Administration, and other jobs considered safety sensitive. **It is the client's responsibility to inform OHG if regulated drug screens are required.**

#### **DOT Panel**

Cannabinoids (THC)  
Amphetamines (and Methamphetamines)  
Cocaine  
Opiates  
Phencyclidine (PCP)

### Non-regulated

Non-Regulated tests are used by public and private companies. OHG's standard testing screens are the 5 and 10-panel "Rapid" drug screen and the 5 and 10-panel SAMSHA Certified Lab drug screens. The use of "Rapid" drug tests is **NOT** compliant with the Alabama Drug Free Workplace Act!

The 5 or 10-panel SAMSHA Certified Lab drug screens are in compliance with the Alabama Drug Free Workplace Act.

Urinalysis Drug Screening Methods**1. Rapid Drug Screen:**

The Rapid Drug Screen is a urine collection test performed in the clinic. Negative results are reported to the company on the same workday. Non-negative results are sent to a SAMSHA certified lab. The use of "Rapid" drug tests is **NOT** compliant with the Alabama Drug Free Workplace Act.

**5-Panel**

Cannabinoids (THC)  
Amphetamines  
Methamphetamines  
Cocaine  
Opiates

**Rapid 10-Panel \***

Cannabinoids (THC)  
Amphetamines  
Methamphetamines  
MDMA (Ecstasy)  
Cocaine  
Opiates (including Hydrocodone)  
Oxycodone  
Barbituates  
Benzodiazepines  
Methadone

**2. NIDA/SAMSHA Certified Lab Testing:**

The Laboratory Drug Screen is a urine collection that is not tested in the clinic, but is sent to a SAMSHA (Substance Abuse and Mental Health Services Administration) certified lab for analysis, and reviewed by an MRO depending on the type of drug testing requested by the client. If the drug screen is non-negative, a portion of the urine sample, or "split", is maintained by the lab, on behalf of the donor, should they wish to challenge drug test results.

**5-Panel**

Cannabinoids (THC)  
Amphetamines (and Methamphetamines)  
Cocaine  
Opiates  
Phencyclidine (PCP)

**10-Panel**

Cannabinoids (THC)  
Amphetamines/Methamphetamines/MDMA (Ecstasy)  
Cocaine  
Opiates (including Hydrocodone and Oxycodone)  
Phencyclidine (PCP)  
Barbituates  
Benzodiazepines  
Propoxyphene  
Methadone  
Methaqualone

### Conditions for Drug Screening

The following are the conditions for which drug screening can be performed under both the Regulated and Non-regulated categories:

1. Pre-Employment
2. Post-Injury/Post-Accident
3. Probable Cause/Reasonable Suspicion
4. Random
5. Return-to-Duty
6. Follow-up

The following information offers descriptions of each condition and OHG's recommendations of which drug screening methods that could be offered.

### Condition Descriptions and Available Drug Screens – Regulated

Under all conditions, the Federal 5-panel (D.O.T.) drug screen is the only acceptable panel under any Regulated Drug Screen. **It is the client's responsibility to inform OHG if regulated drug screens are required.**

### Condition Descriptions and Available Drug Screen – Non-Regulated

#### **1. Pre-Employment:**

Pre-Employment is the most common type of testing program and widely utilized by potential employers. Rapid Test results are obtained immediately and reported to the designated company representative. Inconclusive results are sent to a SAMSHA certified lab for further testing and results are obtained in 24-72 hours. The use of "Rapid" drug tests is **NOT** compliant with the Alabama Drug Free Workplace Act.

#### *Available Drug Screening Methods:*

- a. 5-Panel (Rapid)
- b. 10-Panel (Rapid)
- c. 5-Panel (SAMSHA Certified Lab, MRO included)
- d. 10-Panel (SAMSHA Certified Lab, MRO included)
- e. Hair Test, with MRO

*\*An adulterant screen is automatically performed on all screens to determine the presence of common adulterants.*

#### **2. Post-Injury/Post-Accident:**

Post-Injury/Post-Accident is drug screening performed following an injury or accident that occurred while on the job.

Rapid Drug Screens have not been proven to be legally defensible for Post-Injury/Post-Accident drug screens, and therefore, are not recommended. Hair Testing is not recommended for post-injury testing unless used in conjunction with a urine test. Hair Test results are unable to detect drug use 5-7 days prior to test date and therefore the issue of “proximate cause” cannot be addressed. The urine test will be able to detect recent use for those drugs tested.

*Available Drug Screening Methods:*

- a. *5-Panel (SAMSHA Certified Lab, MRO included)*
- b. *10-Panel (SAMSHA Certified Lab, MRO included)*

**3. Probable Cause/Reasonable Suspicion:**

Probable Cause Screening may be warranted because of an individual's observed impairment on the job, after a job-related accident, recent changes in behavior, or possession of suspected abusive drugs. This type of screening is unannounced to the employee. OHG recommends an exam to be performed by a physician when a probable cause drug screen occurs. This evaluation determines if there is a medical reason for the displayed unusual or out of character behavior of the employee.

Rapid Drug Screens have not been proven to be legally defensible, and therefore, are not recommended for Probable Cause/Reasonable Suspicion.

*Available Drug Screening Methods:*

- a. *5-Panel (SAMSHA Certified Lab, MRO included)*
- b. *10-Panel (SAMSHA Certified Lab, MRO included)*
- c. *Hair Test with urine drug test, MRO included)*

**4. Random Screening:**

Random Screening is intermittent screening in which no prior scheduling or notice has been given to the employee. A randomly selected employee is one who is chosen from a group in such a way that every member of the group has an equal chance of being selected.

Rapid Drug Screens have not been proven to be legally defensible, and therefore, are not recommended for Random Screening.

*Available Drug Screening Methods:*

- a. *5-Panel (SAMSHA Certified Lab, MRO included)*
- b. *10-Panel (SAMSHA Certified Lab, MRO included)*
- c. *Hair Test, with MRO*

**5. Return-to-duty:**

Return-to-duty testing is given to an employee before he/she returns to duty per the company's policy or Federal guidelines.

Employees returning from a leave of absence for sickness or injury can be required to submit and successfully pass a drug and/or alcohol test as a condition of reinstatement per the company's policy.

If the employee returning to work falls under the Federal D.O.T. guidelines, following a violation of the rules for alcohol misuses or controlled substances use, the covered employee must be evaluated and undergo testing. The alcohol test must have results less than 0.02 before returning to a safety-sensitive function. Controlled substance testing must be verified as negative results.

Available Drug Screening Methods:

- a. *5-Panel (SAMSHA Certified Lab, MRO included)*
- b. *10-Panel (SAMSHA Certified Lab, MRO included)*
- c. *Hair Test, with MRO*

## **6. Follow-up/Post-Rehabilitation:**

Follow-up/Post-Rehabilitation testing is performed on an unannounced basis after the employee has passed a Return-to-duty test.

Per the Alabama Drug Free Workplace, if an employee in the course of employment enters a drug rehabilitation program, the covered employer must require the employee to submit to an unannounced drug test as a follow-up to such program. If the employee voluntarily entered the program, the covered employer has the option not to require follow-up testing. If such testing is required, it must be conducted at least once a year for a two-year period after completion of the program.

If the employee returning to work falls under the Federal D.O.T. guidelines, and has been identified by a Substance Abuse Professional (SAP) as needing assistance in resolving problems with alcohol misuse or with controlled substances, they will be required to have a follow-up test. Under the Omnibus Transportation Employee Act of 1991, a minimum of six (6) unannounced follow-up tests will be conducted at an approved medical testing facility during the first twelve (12) months following an employee's return to duty. A covered employee shall pay for follow-up tests.

Available Drug Screening Methods:

- a. *5-Panel (SAMSHA Certified Lab, MRO included)*
- b. *10-Panel (SAMSHA Certified Lab, MRO included)*
- c. *Hair Test, with MRO*

## Other Screening Methods

### **Hair Test Screening**

Hair Test Screening provides highly accurate, quantitative data on long-term drug use for up to 90 days prior to the test date. Adulteration concerns are eliminated. Hair tests are not acceptable for regulated testing; e.g. D.O.T. or for employers seeking compliance with the Alabama Drug Free Workplace Act. Hair test results are unable to detect drug use 5-7 days prior to test date and therefore the issue of "proximate cause" cannot be addressed. The urine test will generally be able to detect recent use for those drugs tested for. MRO review is included. Hair Test Screening can be performed for Pre-Employment, Random, Probable Cause, Return-to-duty, and Follow-up.

### **Evidential Breath Test (EBT)**

An EBT is a test that determines the amount of alcohol in an individual's system. A certified Breath Alcohol Technician administers the test. It has been proven that judgment skills are impaired at an alcohol level of 0.02% and above and the individual is required to be removed from their safety-sensitive function. D.O.T. requires that a confirmation test be performed 15 minutes after a result of 0.02% is obtained on initial testing. EBT's can be performed for Post-Injury, Random, Probable Cause, Return-to-duty, and Follow-up.

### Training

#### **Supervisor Substance Abuse Training**

OHG can provide a two-hour training course focused on the signs and symptoms of drug and alcohol abuse and their effects on the body. This training educates supervisors on how to recognize signs of substance abuse in their employee. Supervisors are trained how to manage employees with suspected drug abuse. The training course is mandated by D.O.T. regulations and annually for the Alabama Drug Free Workplace Act.

#### **Employee Substance Abuse Training**

OHG can provide one-hour course focusing on the same detection and managing principles of the supervisor training course. The training course is annually mandated by the Alabama Drug Free Workplace Act.