

# OPTIONS IN DRUG TESTING

a'TEST consultants, inc

# a'TEST CREDENTIALS

- a'TEST began business in 1992 by two principals (Judy Sims and Jeff Sims) who had spent the previous 6 years at UAMS in the drug testing program there
- Judy Sims, CEO
  - ❖ Served on the committee that wrote the Arkansas Drug Strategy as an early formulation of how to implement a drug program for businesses in the late '80's.
  - ❖ Was an invited guest for the White House "Rose Garden" kick-off of the "Drugs Don't Work" emphasis.
  - ❖ Has lectured for legal and judicial meetings and courses on drug testing; has presented programs on drug testing at civic and professional meetings; and writes a monthly article on drug testing issues for the a'TEST newsletter and for "City and Town" magazine.
  - ❖ Is recognized as an authority on drug testing in the industry.

# a'TEST CREDENTIALS

## ■ Jeffrey Sims, President

- Jeff holds the national certification of C-SAPA (Certified Substance Abuse Program Administrator), a prestigious certification by the national trade association for drug testing professionals, where he demonstrated expertise in all areas of drug testing Federal rules and program administration
- Jeff is an authorized trainer of specimen collectors; he is an authorized trainer of breath alcohol technicians; he is a nationally sought speaker and trainer in all aspects of drug testing and substance abuse program administration
- Jeff has testified on drug testing issues before a U. S. Congressional committee and at the Arkansas Legislative Committee hearing
- Jeff is the 2007-08 president of the Substance Abuse Program Administrators Association (SAPAA), the national trade association for professionals in the industry

# a'TEST CREDENTIALS

- a'TEST is a nationally recognized and prominent drug testing company, with clients ranging from "mom-and-pop" businesses with 1-2 employees; to major Mid-South businesses with large employee bases; to national "Fortune 500" corporations with thousands of employees. a'TEST competes on a national basis for large industry and government contracts.
- a'TEST values each client, no matter what the size, and maintains the highest of professional standards in its program management function
- a'TEST is a "lifetime" member of SAPAA (Substance Abuse Program Administrators Association) and a "corporate" member of DATIA (Drug and Alcohol Testing Industry Association), the two national trade associations for the drug testing industry.
- a'TEST acts as a consultant to the client is developing its drug-free workplace program; in managing its program; and in providing referrals to employees to substance abuse treatment providers and wellness programs.

# a'TEST CREDENTIALS

- a'TEST can consult with the client's legal counsel in the development of a substance abuse policy; a'TEST can furnish sample policies which can be adapted by a client for their own use; or, a'TEST can compose a drug testing policy that is suitable for the client's use.
- a'TEST maintains an extensive database of clinics and other networking specimen collection service providers so that collections can be networked just about anywhere in the US and Canada

# a'TEST SERVICES

- ❖ a'TEST has three offices in Central Arkansas
  - North Little Rock, downtown, just across the river from downtown Little Rock
  - Searcy
  - Conway
- ❖ a'TEST will travel to the client's facility or worksite to collect specimens or perform breath alcohol tests
- ❖ a'TEST will assist a client and establish a networking "satellite" collection site anywhere in the US and in locations in Canada

# a'TEST SERVICES

- a'TEST provides DOT and other workplace physical exams at our North Little Rock office
- a'TEST provide immunizations at our North Little Rock office or on-site at the client's worksite
- a'TEST networks with a licensed Substance Abuse Professional who can conduct employee substance abuse assessments, and who is authorized to conduct DOT mandated assessments
- a'TEST provides DNA testing through a network with national DNA laboratories
- a'TEST provides "signs and symptoms" of substance abuse and supervisory training to meet DOT and other agency requirements
- a'TEST provides consulting services to clients in all aspects of drug-free workplace compliance and issues

# a'TEST SERVICES

- a'TEST provides access for employers to implement a comprehensive wellness program. Employees' health is monitored on a regular basis and intervention can be achieved at an early stage in a developing medical condition. The costs of this program is covered by many insurance programs and can substantially reduce employee medical costs.
- a'TEST is a distributor for "instant" urine and oral fluids "Point-of-Collection Testing" (POCT) devices which can be purchased for client-administered programs
- a'TEST is a distributor for Intoximeter breath alcohol testing instruments and provides training and support services for breath alcohol testing technicians

# URINE DRUG TESTING

- Laboratory-Based Testing
  - The “Gold Standard”
  - Upheld by courts since mid-'80's (when SAMHSA certified labs are used and Federal guidelines are followed)
  - Testing by SAMHSA-certified labs that are held to exacting standards
  - GC/MS confirmations of non-negative screens
  - Legally defensible, with scientific back-up and support. Challenge testing available. Legal documentation available.

# URINE DRUG TESTING

- Laboratory-based testing
  - Availability of results
    - “Clean” negatives are usually available the morning of the next business day after collection (Since a courier has to pick up the specimen and deliver it to the airport, there is a 3:30 cut-off for samples to go out the same day as the collection.)
    - Any variation in the sample (dilute, non-negative, adulterated/substituted, etc.) will delay the report for up to 5 days

# URINE DRUG TESTING

- “POCT” (Point-of-Collection Test)
  - “Instant” results (Result in 4-6 minutes; negative results available in Approx. 1 hr.)
  - “non-Negative” specimen forwarded to lab for screening & GC/MS confirmation
  - Wide variance in quality and reliability of devices with no national certifications
  - Results available via web with secure log-in

# URINE DRUG TESTING

## ■ Procedures:

- Make it hard for a donor to substitute or adulterate a sample
- Execute a “custody and control form” (CCF) with the donor having control of the sample until it is sealed and the donor has signed the CCF and initialed the bottle seal
- Keep the sample secure until it is shipped to the lab

# URINE DRUG TESTING

## ■ Pros & Cons

- Urine testing has a “window of detection” of 1 to 3 days for water-based drugs and 1 day to 2-3 weeks for THC which is stored in the body fat cells
- Long history with reliable results and national standards
- Donors can experience “shy bladder” syndrome & have trouble providing a sample
- Adulteration and substitution of samples possible
- Collector training and competence is essential, but collectors are the “weak link” in the process

# URINE DRUG TESTING

- Arkansas Workers' Comp program
  - Up to 5% discount available on Workers' Comp premium from insurance carrier when Workers' Comp program requirements are met.
  - Must be lab-based testing with split sample collections, MRO\* review, pre-employment, "for cause", & post accident testing required; random testing may be added

# ORAL FLUIDS TESTING

- Laboratory-based oral fluids testing
  - Collected by swabbing an absorbent-tipped stick in the cheek area of the donor
  - The absorbent tip of the stick is placed in a bottle for transportation to the lab
  - Testing at the lab is similar to urine testing, with lab screening & GC/MS/MS confirmation.
  - A CCF is completed and the bottle is sealed and initialed by the donor

# ORAL FLUIDS DRUG TESTING

- Laboratory-based Oral Fluids Testing, Cont.
- Pros and Cons
  - The “window of detection” for marijuana is 4 to 6 Hrs.; other drugs up to approx. 1 day.
  - SAMHSA labs perform tests with reliable results
  - Results reporting is similar in timeframe to urine results
  - Opportunity for substitution and adulteration is eliminated
  - Less intimidating collection process; easy to collect by non-professional collectors

# ORAL FLUIDS DRUG TESTING

- “Instant” Oral Fluids Testing
- “POCT” (Point-of-Collections Test) devices are available
  - Results read from device within moments
  - “Window of Detection” similar to Lab-based Oral Fluids tests
  - Lab confirmation of non-negative results available

# ORAL FLUIDS DRUG TESTING

- “Instant” (POCT) Oral Fluids testing, Cont.
  - Pros and Cons
    - No national standards; reliability, accuracy, and performance depends on the manufacturer
    - Lack of long-term history; not as accepted and defensible in court
    - Easy and clean to perform collection by non-professional collectors; non-invasive
    - Opportunity for adulteration and substitution is thwarted

# HAIR DRUG TESTING

## ■ Hair Drug Testing Procedures

### ➤ Head Hair

- Hair is cut from the crown of the head, about the size of a pencil, with hair taken against the scalp
- Hair is placed into a foil wrap and folded for placing in a mailer

### ➤ Body Hair

- Hair is cut from arms, legs, back, chest, etc., with an equivalent quantity of hair to head hair
- Hair is placed into a foil wrapper and folded for placing into a mailer

### ➤ Pubic Hair

- Hair is cut from entire pubic area (dry-shave), with hair being placed in a mailer similar to head and body hair

# HAIR DRUG TESTING

- Hair Drug Testing Pros & Cons, Cont.
  - Donors don't like providing hair sample
  - Current style of shaved head and body make collecting a sample impossible in these situations
  - Some shampoos and bleached hair may mask reliable results
  - Long-term "window of detection"
    - Head & Body Hair: 7-days for detection of presence, to 90 days
    - Pubic Hair: 7-days for detection of presence, to 1 Yr.
  - Caution: if a hair test is used following rehab, the result obtained can be detecting use prior to rehab

# HAIR DRUG TESTING

## ■ Hair Drug Testing Pros and Cons

- No national standards for lab; quality of testing is dependent on the self-imposed standards and the process each lab uses
- Hair is subject to environmental contamination and may pick up drugs from contact with a drug-contaminated environment or from handling drugs
- Course hair or hair with open pores (e.g., from perms) can absorb drugs more easily
- Possible racial variations in hair consistency causing some people to more readily absorb and retain drugs

# “MRO” (Medical Review Officer)

- aTEST networks with a medical doctor to perform MRO reviews of tests
- MRO reviews the “CCF” and “positive” lab reports
  - MRO contacts the donor for a medical explanation of a positive result
  - MRO received documentation of prescriptions that can account for a positive result
  - MRO determines if Rx is consistent with the level of the drug in the sample and accounts for the result
  - MRO issues the final result that is consistent with his finding
  - MRO is the “gate-keeper”, acting as the independent monitor of the lab’s and the collector’s performance
  - MRO must have a national certification, continuing education, and re-certification on a 5-year basis

# DRUG TESTING COSTS

- Lab-based urine drug testing
  - Inexpensive (\$30-\$40 per test, including confirmation)
- “Instant” urine drug testing
  - Inexpensive (\$30 per test, including lab confirmation)
- Lab-based oral fluids testing
  - Slightly more expensive (\$40-\$45 per test, including confirmation)
- Instant” oral fluids testing
  - Slightly less than Lab-based oral fluids testing (\$30-\$35 per test)
- Hair drug testing
  - Much more expensive (\$70-\$80per test.)
  - Confirmation of same sample not available; second sample required

# DRUG TESTING COSTS

- MRO (Medical Review Officer):
  - Review of all tests, negatives & positives: \$5 additional charge
  - Review of only non-negatives: \$25 additional charge
- Confirmation of positive results
  - Lab-based urine tests: Included @ no additional cost
  - POCT urine & oral fluids, or lab-based oral fluids: \$30

# DRUG TESTING COSTS

- Prices cited are based on collection in an a'TEST office
- On-site (at the client's facility) costs about \$10 more, based on a min. of 6 collections per trip, plus trip mileage. Fewer than 6 collections incur a surcharge of \$25 min.
- Collection at networking "satellite" clinics –
  - Clinics, hospitals, doctor's offices, paramedical organizations, etc. charge \$10 - \$40+ for their services. The "average" cost at this time is about \$15; therefore, the a'TEST contract allows this average charge in the pricing, but costs above the \$15.00 are assessed to the client. This makes the cost of a drug test collected at a networking facility about \$5-\$15 higher than if collected by a'TEST.

# DRUG TESTING COSTS

## ■ Miscellaneous costs:

- Maintenance of random pool and generation of random selections: Approx. \$25/draw
- Breath Alcohol tests: \$30
- After-Hours charges: \$75/Hr. + travel mileage
- “Emergency Response” charges (for “dropping everything” during the work day to travel to a worksite or medical facility for a post-accident or “for cause” drug test): \$25/Hr. + travel
- Additional charges for time involved in or documentation for litigation
- Donors refusing to complete the testing process incur the cost of the collection only
- Tests that are canceled by the lab due to inappropriate samples are assessed the same charge as a sample that is tested.

# DOT (US Dept. of Transportation) Testing

- a'TEST provides a comprehensive program for those companies mandated by DOT (the U. S. Dept. of Transportation) to meet the DOT testing and drug-free workplace requirements
- a'TEST provides policy development, testing, random selections, program monitoring, and assistance to clients in meeting DOT requirements
- a'TEST maintains a "Small Trucking Company" consortium for owner-operators who are required to participate in a consortium, or for small trucking companies (and others mandated by DOT to participate in a random pool) who are better served by joining a consortium
- a'TEST maintains a close association with DOT agents and officials in Arkansas, "DC", and in numerous states, and is on the list that Arkansas DOT agents furnish to companies who are in need of developing a drug testing program. a'TEST works closely with DOT agents who are conducting audits of client companies to furnish needed documents and answer questions about the client's program
- DOT testing costs and consortium membership costs/random program management costs are available separately