



American Drug Testing

Drug-Free Workplace Programs

Volume 1

Issue 31

(843) 747-4111

DRUG-FREE WORKPLACE ADVISOR

AN ONGOING SERIES TO PROTECT YOUR COMPANY BY HELPING TO KEEP DRUGS OUT OF YOUR WORKPLACE.

Cost of Drug Abuse, Part II

Employers finding screenings ensure safer workplace. Part II of a two part series.

ZERO TOLERANCE

Although the Cripple Creek & Victor Gold Mining Co. has not done a cost analysis of its drug-testing practice, safety manager Larry Snyder said he knows a drug-free workplace



reduces accidents and absenteeism. "A normal lost-time injury costs the company \$30,000 to \$45,000. We haven't had one since Nov. 7, 2003," he said.

Each month, 20 employees are randomly selected for testing. The company's zero-tolerance policy means a failed test results in termination or withdrawal of a job offer, Snyder said.

The Drug-Free Workplace Advisor is a resource of



Robert B. Dodenhoff
President

American Drug Testing, the Lowcountry's premier drug-free workplace administrator, and testing company. Let us help you maintain

a drug-free workplace. Contact us at (843) 747-4111.

der said, adding that happens primarily in pre-employment screenings.

"Our employees support our policy because it ensures them

"...Drug testing can be one of many elements that decreases insurance premiums."

a safe workplace," he said. "You know you can rely on the people you're working with and they won't be high." Most of Gerald H. Phipps Inc.'s 400 employees also appreciate the policing effort, said Gerideane Tracey, human resources manager.

"We just don't want that type of worker, even though the construction labor force is lean," she said.

Safety is a key motivation for the Colorado construction company that has offices in Colorado Springs and job sites along the Front Range.

"It seems worthwhile — we know it cuts down on accidents," Tracey said. A positive reading results in immedi-

ate layoff and referral to an employee assistance program for rehabilitation, with possible job reactivation. Drug testing also lowers the company's workers compensation insurance, Tracey said.

Drug testing can be one of many elements that decreases insurance premiums, said a spokeswoman from Pikes Peak Insurance. Many local companies are taking steps to get such a discount.

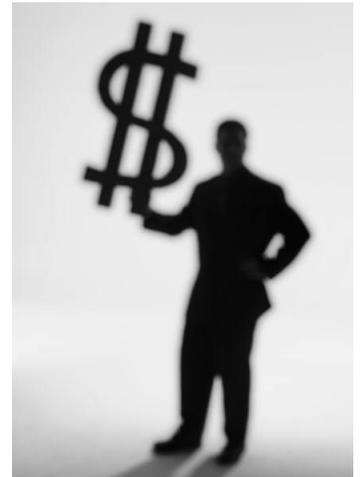
ADVANCED, INCREASED TESTING

Urine specimen continues to be the most prevalent method, the Drug & Alcohol Testing Industry Association's Christy Manar said. "It has been around the longest and results have a track record of being upheld," she said, adding that job site testing of oral fluids and hair is becoming more widespread. Testing has advanced to give accurate results, Manar said.

"What many refer to as a 'false positive' is actually a positive for a certain substance that, when reviewed, is reported as negative due to situations where the employee has a prescription for a substance such as Tylenol with codeine," she said. In that case, proof of a prescription for the medication can overturn a positive result.

Most testers are privately owned companies that hold

various accreditation and certification to ensure their processes are accurate, effective



Manar said. "It has been around the longest and results have a track record of being upheld," she said, adding that job site testing of oral fluids and hair is becoming more widespread. Testing has advanced to give accurate results, Manar said.

Reaction is mixed from people who come to the lab for testing. Some are surprised, especially if it's the first time they've had to do it. Some are angry. Others are glad and think it's a good thing. Substances most commonly traced are phencyclidine (PCP), cocaine, amphetamines, marijuana and opiates.

Source: The Gazette

Distribution List

- _____ HR
- _____ Management
- _____ Office Staff
- _____ Manufacturing
- _____ Transportation
- _____
- _____