



DRUG & ALCOHOL TESTING

The Truth About Drug and Alcohol Testing

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DISCUSSION TOPICS

WHAT IS TRUE?

OBJECTIVES

FIT-FOR-DUTY PROGRAMS

Program Requirements

The Testing Process

Risks

Current Testing Technologies

SUMMARY

FACTS ABOUT DRUG & ALCOHOL TESTING

// What is true?

- Is drug testing legal in Canada?
- Are all the testing means the same?
- How does impairment fit into drug testing?

OBJECTIVES

- // Provide the 4 Essential Program Requirements
- // Review the 3 Keys of a Trustworthy Test
- // Discuss Program Risks
- // Establish How to Choose a Testing Option

FIT-FOR-DUTY PROGRAMS



FIT-FOR-DUTY PROGRAMS: REQUIREMENTS

1. Verify a bona fide Occupational Requirement Exists ^[4]
2. Develop a Non-Discriminatory Policy - Professionally ^[5]
3. Provide Professional Training to Supervisors ^[24]
4. Ensure All Testing Produces Fair & Reliable Results ^[8]

FIT-FOR-DUTY PROGRAMS: TESTING PROCESS [24]

// 3 Keys To Trustworthy Testing Applications:

- Produce Legally Defensible Results (Fair & Reliable)
- Conform with the Current Standards (DHHS)
- Information & Results are Managed Confidentially

// Testing Process:

- Sample Collection
- Custody & Control – Sample Integrity
- Laboratory Testing (SAMHSA Accredited)
- Physician Medical Review (DOT approved)
- Confidential Final Result Reporting

FIT-FOR-DUTY PROGRAMS: RISKS

- // Missing an Essential Program Requirement
- // Unsuccessful Implementation
- // Choosing a Substandard Testing Option
- // Mismanagement of Information

FIT-FOR-DUTY PROGRAMS: CURRENT TECHNOLOGIES

// Test Medium Options:

- Urine
- Oral Fluid
- Hair

// Technology Options:

- Laboratory Based
- Instant/Point of Collection Testing (POCT)
- Combination of the above

FIT-FOR-DUTY PROGRAMS: HOW TO CHOOSE?

// Test Medium & Technology:

- Does it Meet the Standard/Contract Obligations?
- Is it an Operationally Feasible/Justified Option?
- Are there Other More Trustworthy Alternatives?

Evaluate your options with the same care against trusted standards the same way you evaluate Personal Protective Equipment – the stakes are the same.

FIT-FOR-DUTY PROGRAMS: SUMMARY

- // 4 Essential Program Requirements
- // The 3 Keys of a Trustworthy Test
- // The Major Risks to a Successful Program
- // How to Evaluate the Current Testing Technologies

FACTS ABOUT DRUG & ALCOHOL TESTING

// So What is True? ([1],[5],[6],[7],[13],[16],[17],[20],[23],[24],[26])

- Is it legal in Canada?
- Are all the testing means the same?
- How does impairment fit into drug testing?

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