



**SSM WorkHealth**

# **Supervisors... What YOU Should Know About Drug and Alcohol Abuse!**

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# ZERO TOLERANCE

**Drug and/or Alcohol testing?**

# Drug Panel

## DOT Look-a-like

(mimics DOT panel change from October 2010)

	Initial	Confirm
• <b>Marijuana</b>	50 ng/ml	15/ng/ml
• <b>Cocaine</b>	150 ng/ml	100 ng/ml
• <b>Opiates</b>	2000 ng/ml	2000 ng/ml
• <b>Amphetamine/Methamphetamine/MDMA</b>		
	500ng/ml	250 ng/ml
• <b>Phencyclidine (PCP)</b>		
	25 ng/ml	25 ng/ml

# Additional Drugs that Can Be Tested

- Barbiturates
- Benzodiazepines
- Methadone
- Methaqualone
- Propoxyphene
- Oxycodone
- Etc.

# Alcohol Levels

- **0.00 to 0.019** – Do Nothing – Negative Result
- **0.020 or greater** -  
Removal/Disciplinary/Action/Substance Abuse  
Professional (SAP)
- **0.04 or greater** – Removal/ Disciplinary  
Action/SAP
  - All levels are approximate to Blood
  - Breath Alcohol testing is Recommended

# How long does it last?

**Alcohol** 3 - 5 days in urine

**Amphetamines** 1 - 3 days in urine

**Barbiturates** 2 - 4 days in urine

**Benzodiazapines** 3 to 6 weeks in urine

**MDMA (ecstasy)** 3 - 4 days in urine

**Methadone** – 3 - 4 days in urine

**Methamphetamine (crystal meth)** – 3 - 6 days in urine

**Heroin** 3 - 4 days in urine

**Cocaine** 3 - 4 days in urine

**Codeine** 1 day in urine

**Cannabis** 7 to 30 days in urine

**LSD** – 1 - 3 days in urine

**Morphine** 2 -3 days in urine

*The above information is approximated times.*

# Supervisor Packet

- Supervisor's Responsibilities
- Signs and Characteristics of the Major Drugs
- Observation Form
- Policy and Procedure

# Hearsay

- Now what do I Do?
  - How do I handle this?
  - Should I just Ignore this?
  - Should I Just Test Everyone?



# Observation

- Look around... do not wear Blinders.
- Observation – Two Supervisors
  - Signs
  - Symptoms,
  - Characteristics



## Sample Form For Recording Observed Behavior

<b>Employee's Name</b>			
<b>Date of Observation</b>	<b>Time of Observation</b>	<b>From:</b>	<b>To:</b>
<b>Description of Event</b>			

*Check All Appropriate Items*

- |                                   |  |   |  |
|-----------------------------------|--|---|--|
| <b>Odor of alcohol on breath?</b> | <input type="checkbox"/> Yes   | <input type="checkbox"/> No   |  |
| <b>Speech</b>                     | <input type="checkbox"/> Normal<br><input type="checkbox"/> Slurred      | <input type="checkbox"/> Incoherent<br><input type="checkbox"/> Whispering          | <input type="checkbox"/> Confused<br><input type="checkbox"/> Silent |
| <b>Balance</b>                    | <input type="checkbox"/> Normal  | <input type="checkbox"/> Swaying  | <input type="checkbox"/> Staggering                                  |
| <b>Walking</b>                    | <input type="checkbox"/> Normal<br><input type="checkbox"/> Arms Raised  | <input type="checkbox"/> Stumbling<br><input type="checkbox"/> Reaching for Support | <input type="checkbox"/> Swaying                                     |
| <b>Standing</b>                   | <input type="checkbox"/> Wide Apart                                      | <input type="checkbox"/> Ridged   | <input type="checkbox"/> Sagging at Knees                            |
| <b>Eyes</b>                       | <input type="checkbox"/> Bloodshot<br><input type="checkbox"/> Droopy    | <input type="checkbox"/> Closed<br><input type="checkbox"/> Glassy                  | <input type="checkbox"/> Dilated<br><input type="checkbox"/> Watery  |
| <b>Face</b>                       | <input type="checkbox"/> Flushed   | <input type="checkbox"/> Pale   | <input type="checkbox"/> Sweaty                                      |
| <b>Demeanor</b>                   | <input type="checkbox"/> Calm<br><input type="checkbox"/> Overly Excited | <input type="checkbox"/> Crying<br><input type="checkbox"/> Sarcastic               | <input type="checkbox"/> Fighting                                    |
| <b>Awareness</b>                  | <input type="checkbox"/> Normal<br><input type="checkbox"/> Sleepy       | <input type="checkbox"/> Confused<br><input type="checkbox"/> Lack of Coordination  | <input type="checkbox"/> Paranoid                                    |

**Other Observations and Factors:**

*Above Behavior Witnessed by:*

\_\_\_\_\_  
Signature of Trained Supervisor Date

\_\_\_\_\_  
Signature of Witness Date

THIS FORM MUST BE PREPARED EVERY TIME AN EMPLOYEE IS SUSPECTED OF DRUG AND/OR ALCOHOL ABUSE.

# Sample Form for Recording Observed Behavior

# Documentation

- What transpired
- Date, time and sign
- Make sure to document on your own



# Confrontation



## How Do I Confront the Person?

- ✓ Confront with a firm attitude
- ✓ Remember ... be SAFE!
- ✓ **Have Your Policy on hand**
- ✓ Refusal – What do I do NOW?
- ✓ Admits Usage - Do I still test?

# Collection Safety vs. Liability

*How DO I Get The Employee to The Collection Site?*



*How Do I Get The Employee Home?*

# Search Results...

## “How to beat a drug test?”

*December 2002*

*Google - 242,00*

*April 2004*

*Google - 429,000*

*September 2009*

*Google - 1.5 million*

*March 2013*

*Google – 14.8 million*

Google Advanced Search Preferences Language Tools Search Tips  
How to beat a drug test Google Search  
The following words are very common and were not included in your search: **How to a** [details]

Web Images Groups Directory News-Now  
Searched the web for **How to beat a drug test** Results 1 - 10 of about 241,000. Search took 0.08 seconds.

Passing Drug Test!!! Beat any urine or hair drug test with our ...  
Beat Any Drug Test offers guaranteed detoxifying products so you can pass your urine or hair follicle drug test. Cheap shipping, unlike the others! ...  
www.beatanydrugtest.com/ - 15k - Dec. 11, 2002 - Cached - Similar pages

how do I beat a drug test? How to beat a drug test? How to beat a ...  
How do I beat a drug test? How to beat a drug test? How to beat a ua drug test, ...  
marijuan  
www.cle

Sponsored Links  
Bio-Monitors.com  
Worldwide provider of home drug tests. (Free shipping in the US)  
www.Bio-Monitors.com  
Interest: See your message here...

MSN Search More people use MSN Search than any other search service  
Home | Web Directory | Advanced Search | Submit a Site | My Preferences | Help

How to beat a drug test Search

Results 1-15 of about 137027 containing 'How to beat a drug test' NEXT

WEB DIRECTORY SITES ABOUT

- Erowid Drug Testing Vaults**  
Comprehensive resource about drug testing, including laws, how to beat drugs tests, and limitations on the accuracy of drug tests.  
www.erowid.org/psychoactives/testing/testing.shtml

WEB PAGES ABOUT

- how to pass drug test whether passing drug test or marijuana drug testing**  
how to pass a drug test whether passing drug test or marijuana drug testing, drug test or drug testing we will help you pass drug test  
www.how-to-pass-a-drug-test.net
- How to Beat a Drug Test, Help, Goldenseal**  
Pass All Drug Tests Guaranteed! Help to beat a drug test. Goldenseal and other herbal solutions.  
www.pass-any-drug-test.com/HerbalPre-Cleanse.html
- Freeservers.com -- AVAILABLE**  
Search Sites Site available. The subdomain health-fitness.8m.net is available. Use the link on the right to sign up for your FREE Web site. Didn't find what you were looking for? Try our search: Internet Marketing Web Hosting Web Design  
health-fitness.8m.net/hair/Hair\_loss.woman.html
- Health Education - How to Survive Unbearable Stress**  
Illustrated book explains the medical basis of stress, depression, anxiety, and drug abuse. Learn

**April 2015 – 37.8 million**



# Required Record Keeping

- The following records must be maintained:
  - **Documents** generated in connection with the decision to administer the reasonable suspicion test
  - Employer copy of the **Custody and Control Form (CCF)**
  - The **test** results
  - Documents of a **refusal** if there is one
  - **Substance Abuse Professional (SAP)** evaluation
  - Records of compliance with the SAP
  - Return-to-Duty and Follow-up **test results**

# Physical and Behavioral Systems

- A supervisor is in the best position to detect a drug and/or alcohol problem because:
  - of daily contact
  - alert to changes in conduct, personality, and appearance
  - By reporting your observations you will not only be helping your employer, you will make the workplace a SAFE one

# The Drug and Alcohol Abuser... DON'T ACT TOO HASTILY!

- Employee problems take many forms including:
  - Alcoholism
  - Drug Abuse
  - Family Trouble
  - Financial Trouble
  - Health Problems
  - Legal Problems
- Employee problems are personal and for this reason most troubled employees try to hide them. Employers also have the tendency to overlook the problems of their employees and assume that in time the problems will resolve themselves.

# General Behavior Characteristics

- Consider more than one factor or symptoms in attempting to determine if the employee is abusing.
- General factors:
  - Physical and behavioral symptoms
  - Use of possession of drug paraphernalia
  - Duration in the change in behavior or symptoms

# Symptoms Useful to Identifying Possible Drug Users

- Changes in work and attendance
- Quality of work and work output
- Flare-ups or outbreaks of temper
- Physical appearance and grooming
- Wearing of sunglasses
- Clothing
- Borrowing of money
- Association with known drug users or sellers
- Stealing
- Law enforcement problems



# Marijuana Plant CANNABIS



# Other Names....

- **Pot, hemp, herb, reefer, ganja, and weed** refer to the substance itself.
- A higher potency form of marijuana is often called **hashish or hash**.
- Other words like **joints, blunts, backwoods, buds, or bong**s refer to the way that marijuana is smoked.

# Second Hand Smoke

Is this an Acceptable/Legal Excuse  
or  
NOT??

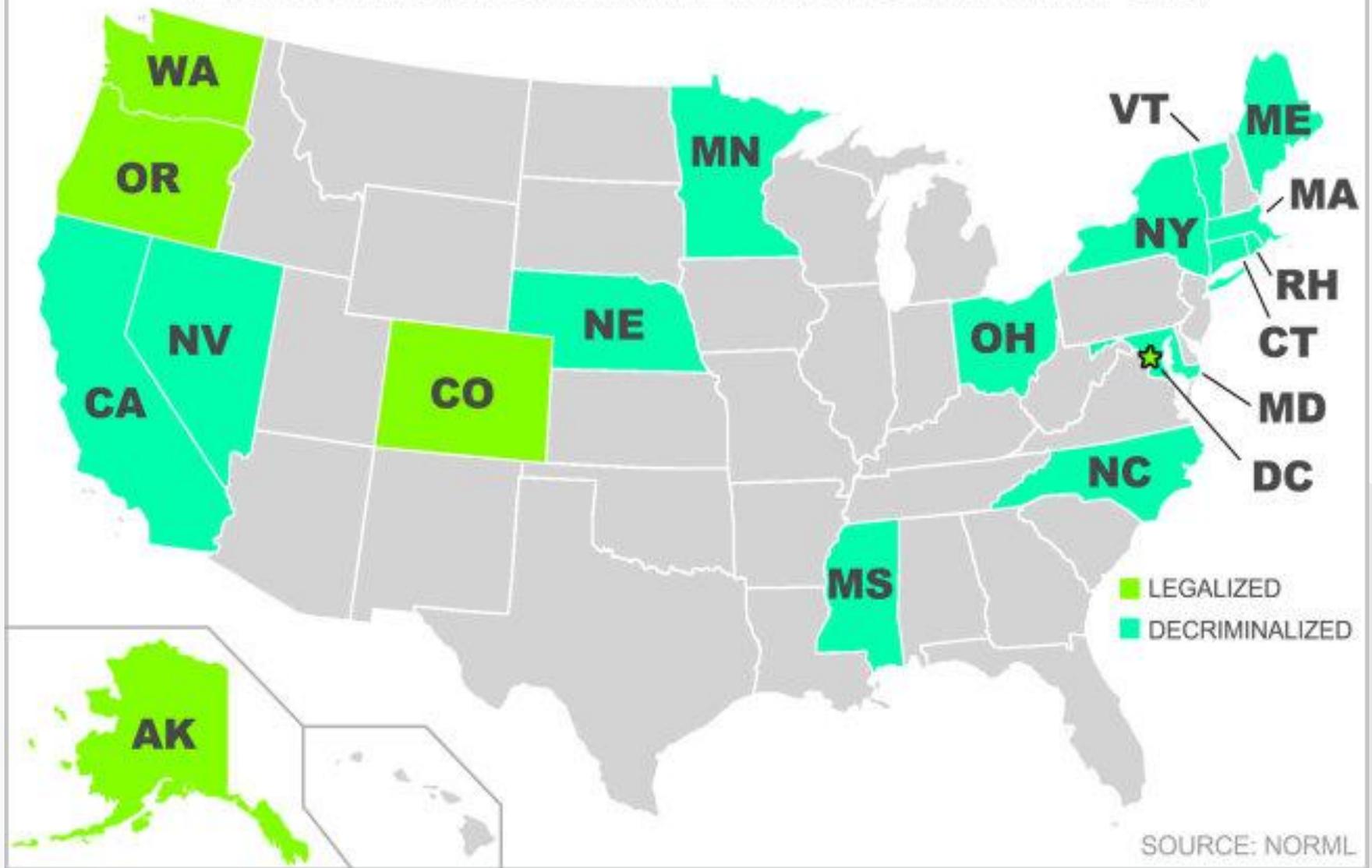


Answer: NO

# Medical/Recreational Marijuana For Non-DOT Drug Test Results

- Will you Prohibit this as a Legal Excuse for a Positive Marijuana Drug Test Result?
  - **Check with your Corporate Attorney**
  - **Make sure you address this in your Policy and Procedure, if applicable.**
  - Medical Marijuana – Now What? – Fit for Duty Physical ???
  - Recreational – Now What? - Washington or Colorado or Alaska or Oregon or Washington, DC...
  - DOT – Not accepted!

# LEGAL AND DECRIMINALIZED POT IN THE U.S.



# States That Permit Legal Medical Marijuana



- *Alaska - 1998*
  - *Arizona - 2010*
  - *California - 1996*
  - *Colorado - 2000*
  - *Connecticut - 2012*
  - *Delaware - 2012*
  - *District of Columbia – 2010*
  - *Hawaii - 2000*
  - *Maine - 1999*
  - *Massachusetts – 2012*
  - *New Hampshire – 2013*
  - *Michigan - 2008*
  - *Montana - 2004*
  - *Nevada - 2000*
  - *New Jersey - 2010*
  - *New Mexico - 2007*
  - *Oregon - 1998*
  - *Rhode Island - 2006*
  - *Vermont - 2004*
  - *Washington - 1998*
  - *Illinois – 2013*
  - *What state will be next...*
- Minnesota, Maryland, and New York*

*As 2014*

# States with Pending Legislation for Legal Medical Marijuana

- **Alabama**
- **Florida**
- **Iowa**
- **Missouri**
- **Nebraska**
- **Pennsylvania**
- **South Carolina**
- **Tennessee**
- **Texas**



**As of April 6, 2015**

# Physical Symptoms of Abuse

- Red eyes
- Distinct smell
- Rapid loud talking and outbursts of laughter
- Sleepy
- Forgetfulness

# Behavioral Symptoms of Abuse

- Disoriented
- Moody
- Increased appetite
- Change in quality of work
- Overreaction to criticism
- Negligent appearance

# Paraphernalia



- “Roach clips”
- Packs of cigarette papers
- Pipes or “bongs”



# Have You Heard of These?



# What is it?

- Synthetic Marijuana
- Effects
  - Mimics effects of Marijuana
- Can we test for this Drug?
  - Yes
  - Yes – must be added to panel

# Coca Plant

# Cocaine



# Other Names....

- However, the most popular ones used in the United States include the following:
- Coke, Flake, Snow, Blow, White, Toot, Base, Basa, Powder, Smack, Big Rush, Pearl, Candy, Cola, C, Big flakes, Nose candy, Baseball, Bump, Line, Rail, Snow, Stash, Yeyo.....

# Physical Symptoms of Abuse

- Runny nose
- Sniffing
- Talkative
- Nervousness
- Difficulty sitting still
- Dilated pupils

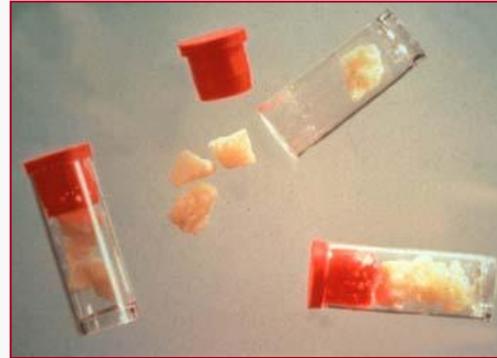


# Behavioral Symptoms of Abuse

- Disorientation
- Hyperactivity
- Excitability
- Anxiety
- Hallucination
- Depression

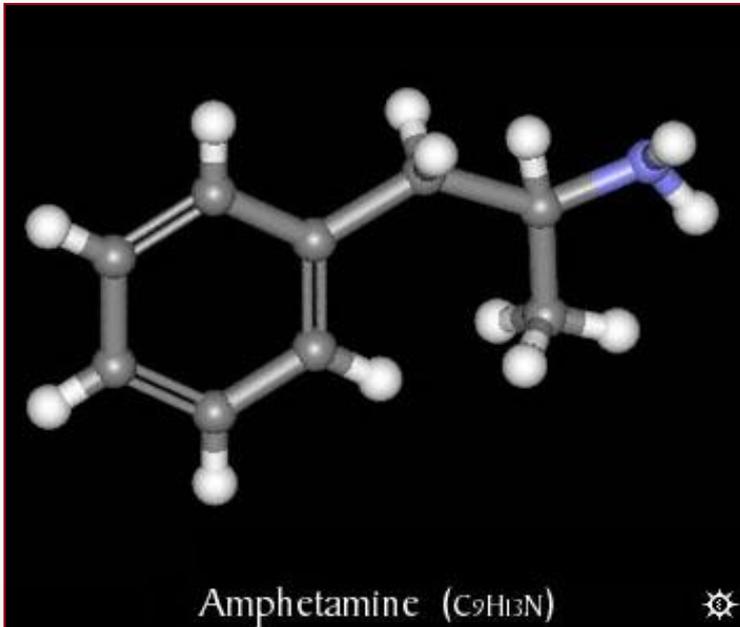
# Paraphernalia

- Razor blades
- Pipes
- Glass, metal and plastic straws
- Little bottles of white powder
- Small spoons
- Mirror





# Amphetamines



# Other Names....

- Bennies
- Black Beauties
- Copilots
- Lid Poppers
- Speed
- Uppers
- Wake-ups
- White crosses

# Physical Symptoms of Abuse

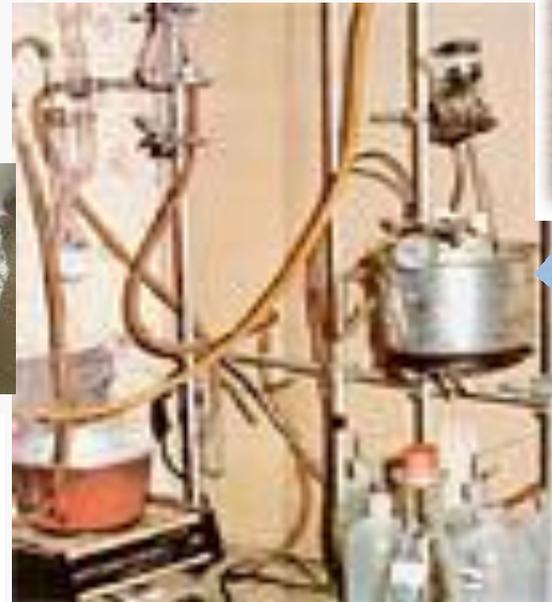
- Increased heart and breathing rates
- High blood pressure
- Dilated pupils
- Decreased appetite
- Blurred vision

# Behavioral Symptoms of Abuse

- Moody
- Hallucinations
- Paranoia
- Anxiety
- Violent behavior

# Paraphernalia

- Glass Smoking Pipe
- Broken Light Bulbs
- Syringes
- Spoons
- Straws
- Foil Bowls



# Opium Poppy Cactus



# Other Names....

- Some slang terms for opium include "O.P.", "hop", "midnight oil", "tar", "dope", and "Big O".
- "Tar" and "dope" can also refer to heroin.
- The traditional opium pipe is known as a "dream stick".

# Physical Symptoms of Abuse

- Drowsiness
- Slurred speech
- Constricted pupils
- Scars from needle marks
- Loss of appetite

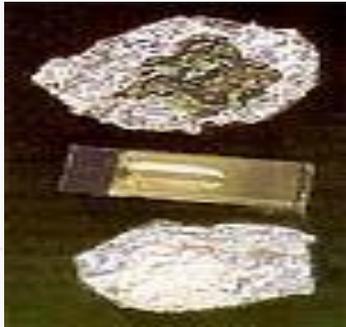
# Behavioral Symptoms of Abuse

- Euphoria
- Impaired coordination

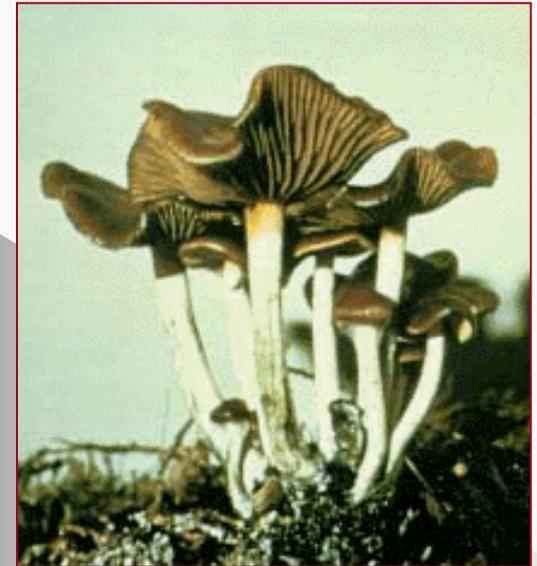
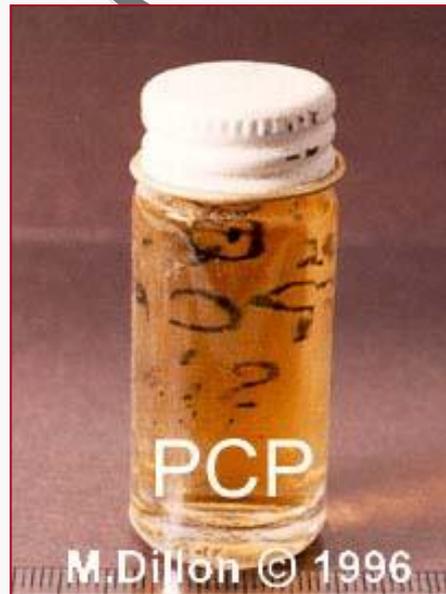
# Paraphernalia

- Syringes
- Bent spoons
- Bottle caps
- Eye dropper
- Needles
- Cotton
- Rubber tubing





# PCP – Hallucinogens



# Other Names....

- Angel Dust
- Horse Tranquilizer
- Embalming Fluid
- Ozone
- Rocket Fuel
- Wack

# Physical Symptoms of Abuse

- Increased heart rate and blood pressure
- Drowsiness
- Convulsions and coma
- Pupils may be dilated
- Unusual strength

# Behavioral Symptoms of Abuse

- Fear
- Terror
- Disorientation
- Agitation and violence
- Hallucinations
- Unpredictable behavior
- Mood swings

# Paraphernalia



- Foil

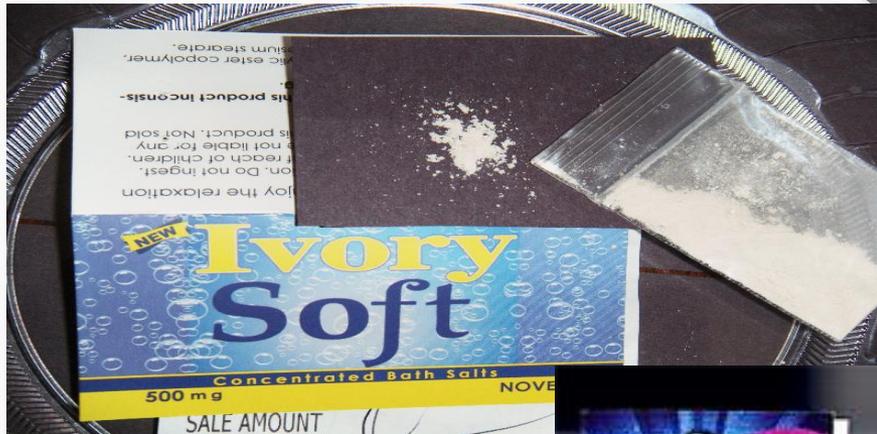


- Stamps

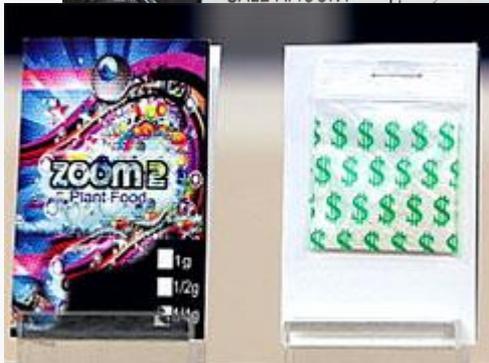
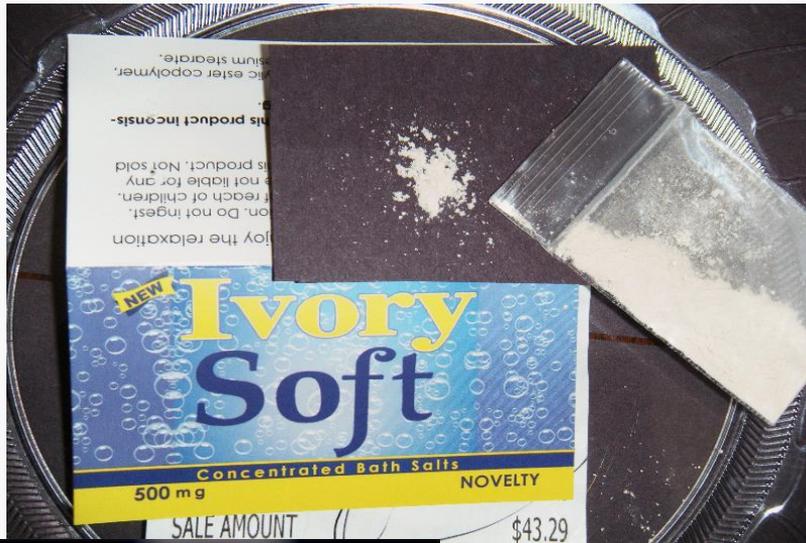
- Needles/syringes, and tourniquets



# What are These???



# Synthetic Drugs That Are Being Used



## Bath Salts

# Bath Salts

- Designer Drug
- Dangerous Stimulant
- Effects like Cocaine and Methamphetamine
- Synthetic Drug - Mephedrone or MDPV
- Can we test for this?
  - Again... Yes and NO
    - Yes under non-mandated testing

# What Could Happen

- Stays in the system approximately 1 to 2 days
- Could Increase heart rate, cause chest pain, heart attack or even cause a stroke
- Psychological Symptoms
  - Delusion
  - Paranoia
  - Psychosis
- HIGHLY ADDICTIVE



# Alcohol



# Alcohol & The Body

- Absorbed Through the Stomach and Small Intestine
- Takes 3 to 5 Minutes to Reach the Brain
- Takes About 30 to 60 Minutes for Absorption/Full Effect
- Food Slows Absorption
- Only “**Time**” will Works to Eliminates Alcohol...  
Not Cold Showers, Coffee or Exercises

# Is this a serving?



# Alcohol

1 Serving  
of Alcohol

12 oz.  
Beer

=

5 oz. Glass  
of Wine

=

1 oz. of 80  
proof liquor



*It takes approximately ONE hour  
for the body to burn ONE serving  
of alcohol!*

# WORKPLACE SIGNS

- Unexplainable sickness and more frequent absences
- Performance or conduct problems
- Accident problems or near misses
- Increased tardiness
- Incomplete work
- Excuses for everything
- Apologizes
- Forgetfulness
- Doesn't make quotas
- Strained relationships
- Difficulty getting along with others
- Not concerned about safety

# Breath Alcohol Concentration

## BrAC

**0.01- 0.05**

**0.04 – 0.12**

**0.09 – 0.25**

**0.18 – 0.30**

**0.25 – 0.40**

**0.40 – 0.50**

**0.50 or greater**

## Observable Behavior

**None**

**Euphoria**

**Excitement**

**Confusion**

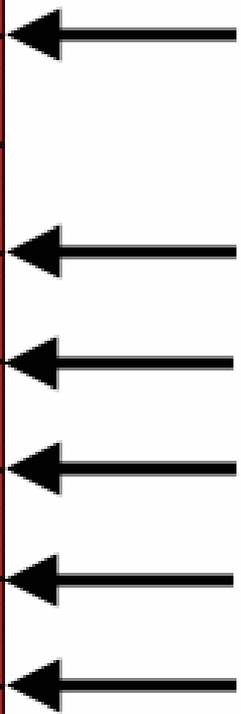
**Stupor**

**Coma**

**Death**

# What Could Happen at These Levels?

.10
.09
.08
.07
.06
.05
.04
.03
.02
.01
BAC



Concentrated attention, speed control

Information processing, judgement

Coordination

Eye movement control, standing steadiness, emergency responses

Tracking and steering

Divided attention, choice reaction time, visual function



# Symptoms of Overdose

- Staggering
- Odor of alcohol beverages:  
Pores or Breath
- Loss of coordination
- Slurred speech
- Dilated pupils
- Nerve and liver damage



# Withdrawal Syndrome

- Sweating
- Tremors
- Altered perception
- Psychosis
- Fear
- Auditory hallucinations
- Blackouts



# Indication of Misuse

- Confusion
- Disorientation
- Loss of motor nerve control
- Convulsions shock
- Drowsiness
- Shallow respiration
- Respiratory depression
- Death





# Did YOU Know?

## Alcohol Abuse



- Heavy Drinker:
  - A Person that has 5 drinks on at least 5 occasions in the past 30 days.
    - Out of 15.4 million Heavy Drinkers ... 12.5 million are employed.

# Did YOU Also Know?



## Alcohol Abuse



- Binge Drinkers:
  - A Person who has 5 or more drinks at one occasion.
  - There were 52.5 million Binge Drinkers and 42.1 million were employed either part or full-time.

# Why Have a Drug & Alcohol Free Workplace?

- **Less Work:**
  - People who abuse drugs Work 30-38% less than non-users.
  - Alcoholism Causes 500 million lost Work Days/year
  - Absent 3 times more often
- **More Injuries:**
  - Cause 40% of all on the job fatalities
  - 5 X more likely to be injured.
- **Higher Costs**
  - 300% more in medical costs
  - 75-100 Billion dollars yearly in lost time, accident, work comp.
  - File 5 times as many workers comp claims.
  - Steal 4 times more often from employers and coworkers

# Remember ... Once Again!

- Observation
- Documentation
- Confrontation
- Collection



**Questions...**

**Thank you!**