

OVERVIEW OF DRUG TESTING

Most common types of testing:

- Pre-employment, post-offer
- Reasonable suspicion/for cause
- Random
- Post-incident (must define injury, property damage)
- Return-to-duty
- Follow-up or periodic unannounced (must define in policy)

The U.S. Dept. of Transportation (DOT) requires the above-types of testing for most DOT regulated companies. Non-regulated companies may add other types of testing (i.e. pre-promotion, annual physical, etc.), as would be applicable for the company and in compliance with any state laws.

Standard illicit drug tests:

- 5-panel: marijuana, PCP, opiates, amphetamines, cocaine
- 10-panel: above 5 + barbiturates, benzodiazepines, methaqualone, methadone, & propoxyphene
- Alcohol

Department of Transportation (DOT) requires that the 5-panel screen and alcohol testing be used for all DOT regulated companies. Non-regulated companies may test for as many drugs as they wish as would be applicable for the company and in compliance with any state laws.

Specimens most-commonly used for testing:

- Urine (for illicit drugs)
- Breath (for alcohol testing)
- Blood (only in specific situations-rarely used)
- Hair (expected to be approved for DOT use)
- Oral fluids (expected to be approved for DOT use)

Testing process best-practices overview:

- Urine specimen given in a secured restroom, unobserved
- Chain-of-custody form and procedures used with any specimen
- Specimen screened for selected drugs
- If positive result on screening test, specimen goes to confirmatory testing
- Confirmatory testing uses a different chemical method
- If confirmed positive, reviewed by a Medical Review Officer (MRO)

DOT testing and some state laws require use of the above-listed procedures and an MRO.

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