



# Drug Screening 101

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- **Todd Shoulberg, SVP**
- **ClearStar Medical Information Services**
- Todd Shoulberg, Senior Vice President of Medical Information Services for ClearStar, provides direction and leadership to the daily operations of ClearStar's Medical Review Office. He is responsible for keeping all drug testing clients in compliance with state, federal and local regulations, and identifies new testing methods and products for clients to utilize in their drug testing programs.
- Prior to joining ClearStar, Shoulberg served as Vice President of Florida Drug Screening, Inc., where he oversaw operations of the Medical Review Office, including Sales, Marketing and Customer Service.

# Drug Screening 101

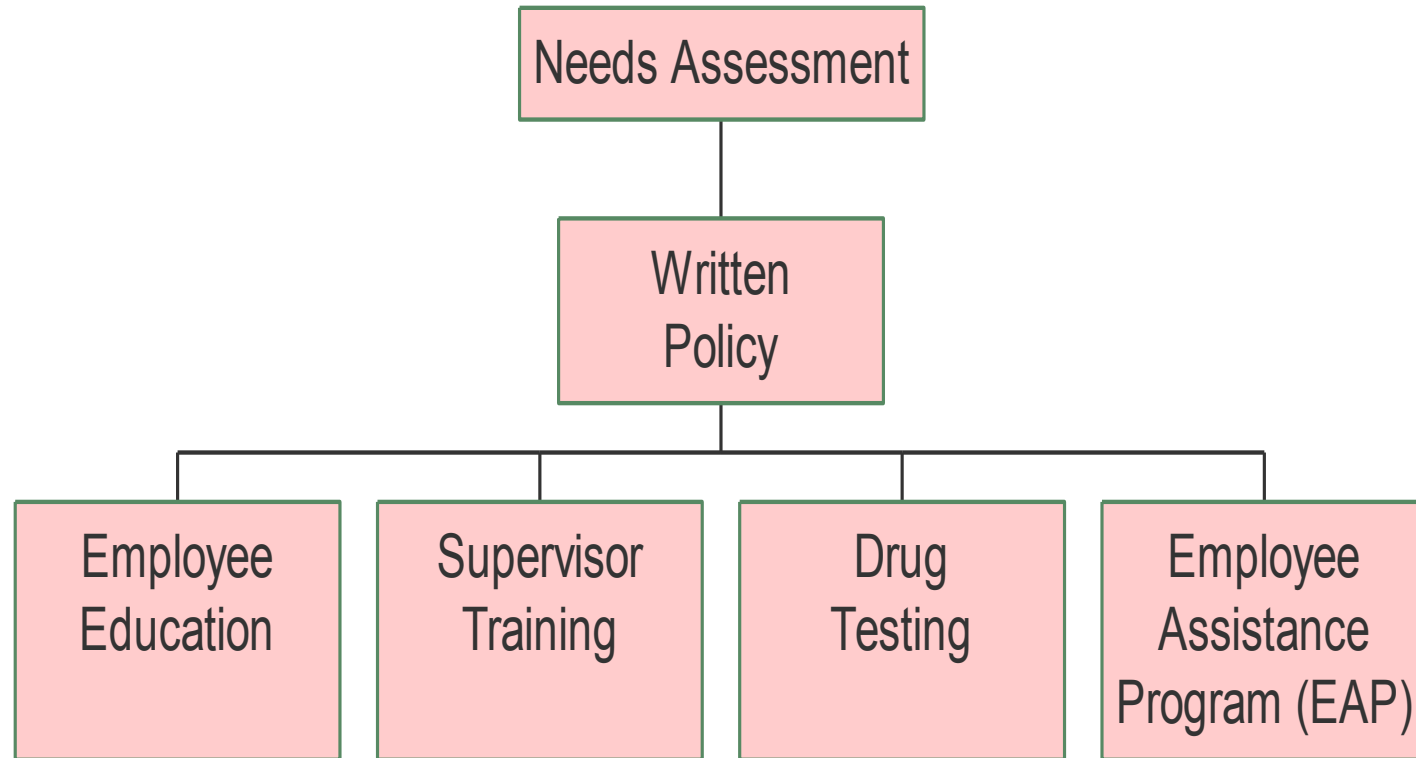


# Agenda

- What is a Drug Free Workplace?
- The Drug Screening Process
- Types of Testing
- What's a Panel?
- Other Testing Options
- Drug Test Cheaters

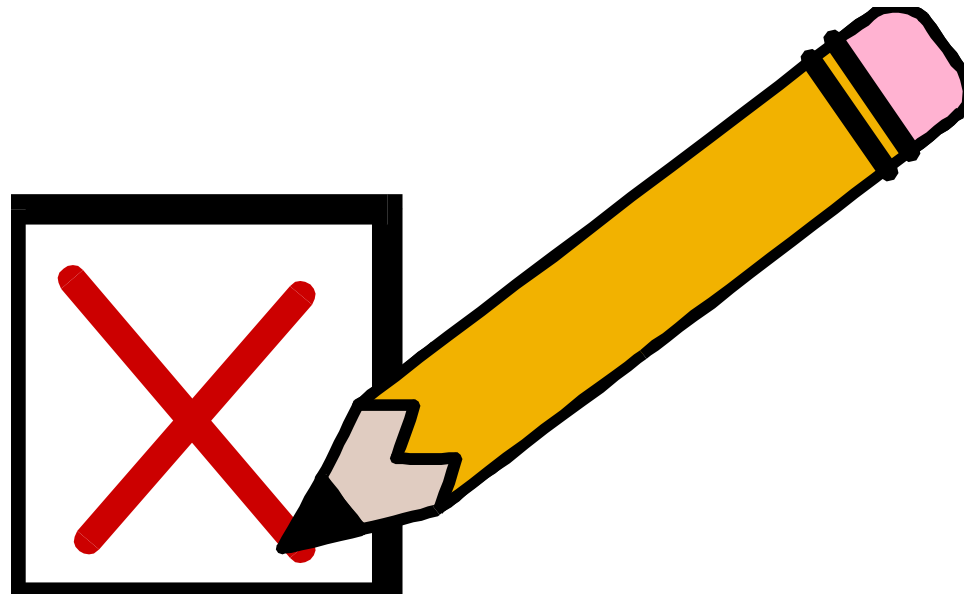


# A DRUG FREE WORKPLACE

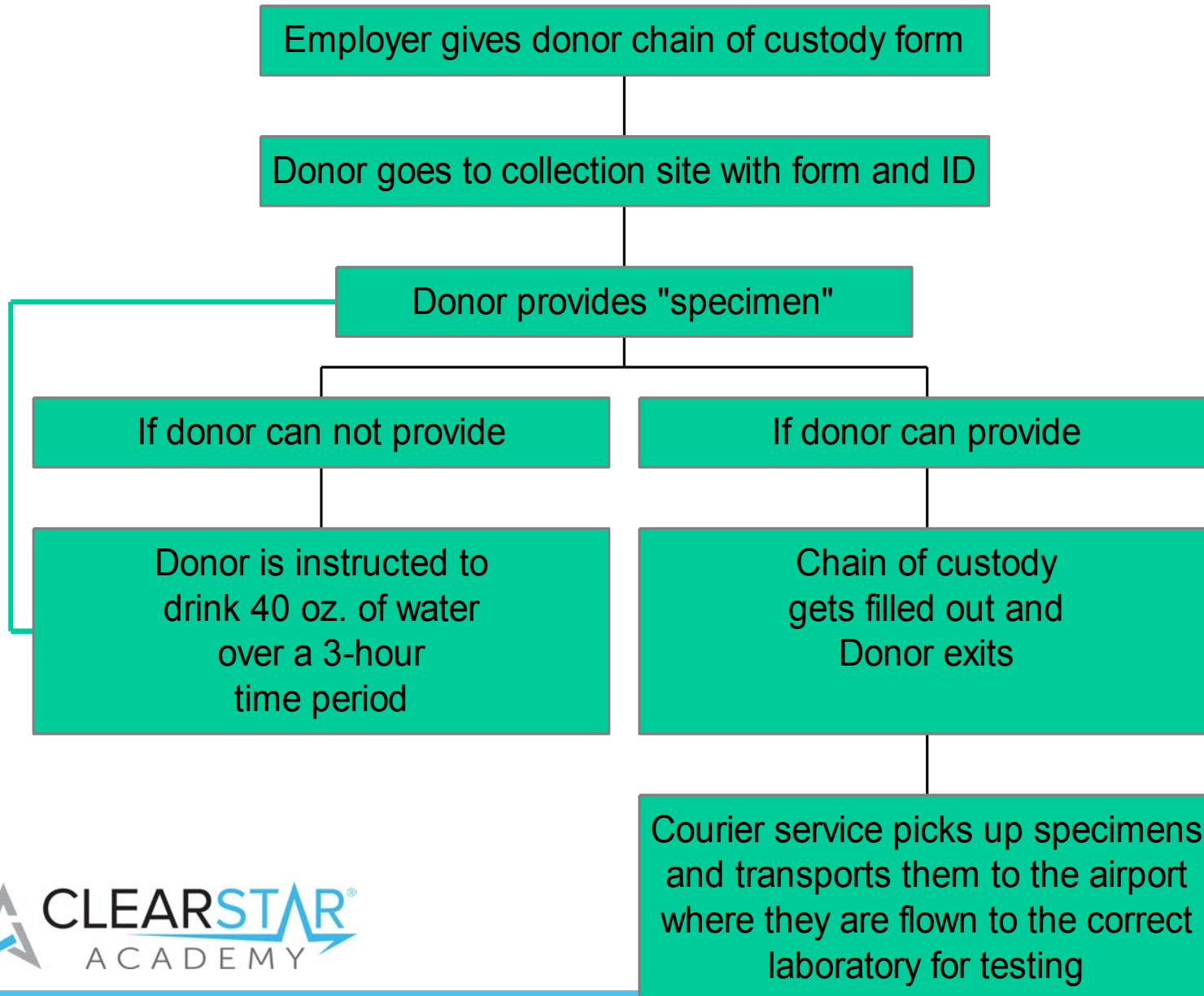


# Why your customers need to have a drug test

- Pre-employment
- Random
- Post accident
- Reasonable suspicion
- Fitness for duty
- Return to duty
- Follow-up

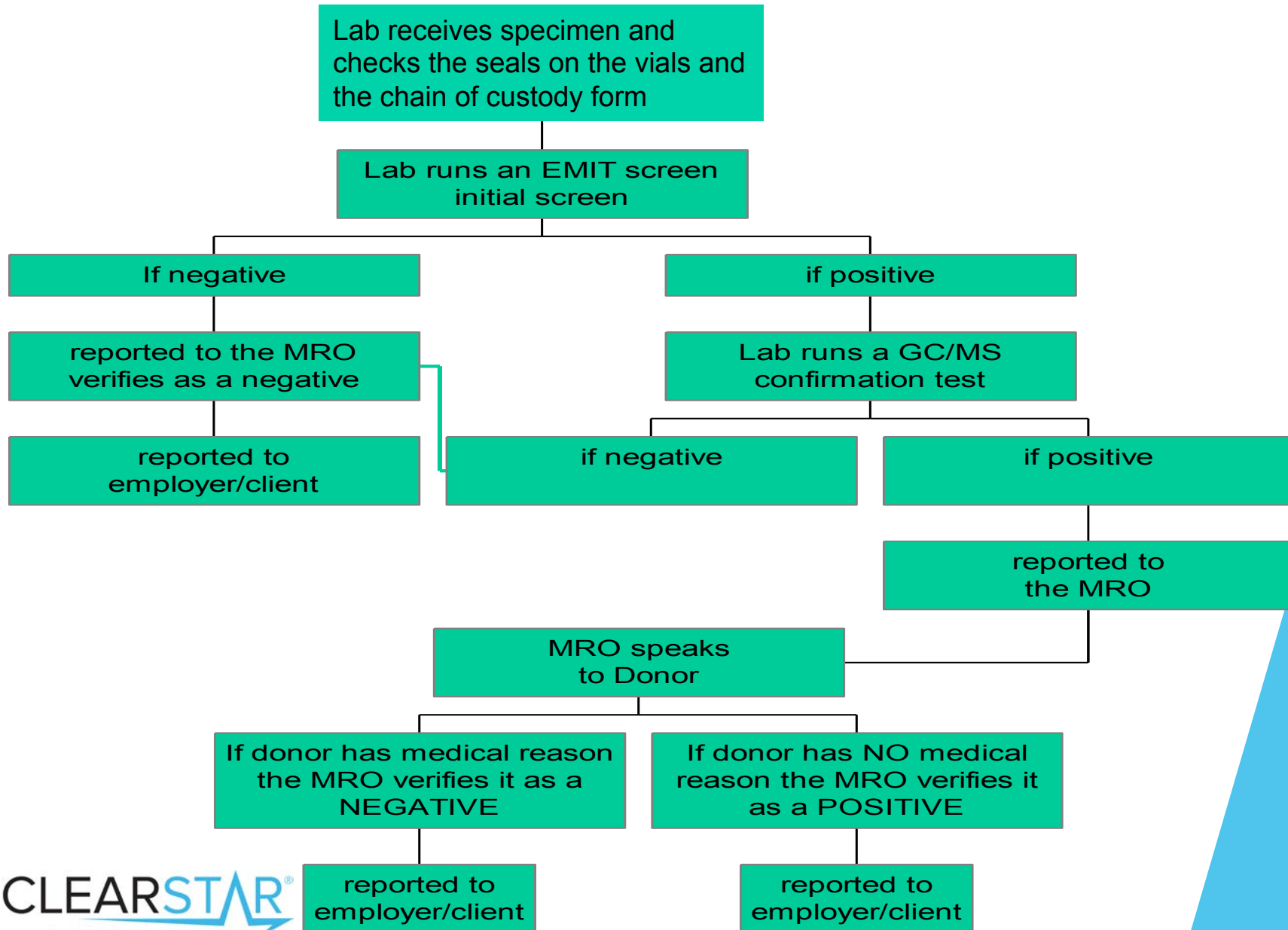


# Drug Test Procedure





# Lab Testing Procedure



# Types of testing

1. Urine
2. Oral Fluid
3. Hair
4. Quick Test Urine
5. Quick Test Oral Fluid



# What does this mean?

- **NEGATIVE DILUTE**
- **ADULTERATED SPECIMEN**
- **SUBSTITUTED SPECIMEN**
- **INVALID RESULT**



# What is a Panel?

- 5-Panel
  - Amphetamines
  - Cocaine
  - Opiates
  - Phencyclidine (PCP)
  - Marijuana (THC)
- 9-Panel
  - Benzodiazepine
  - Barbiturate
  - Methadone
  - Propoxyphene
- 10-Panel
  - Methaqualone
- Top 3 Add ons
  - Alcohol
  - Ecstasy (MDMA)
  - Oxycodone/Hydrocodone



# Healthcare Panel Urinalysis

- Amphetamines
- Cocaine
- Expanded Opiates
- PCP
- Marijuana
- Barbiturates
- Benzodiazepines
- Methadone
- Propoxyphene
- Methaqualone
- Alcohol
- **Tramadol**
- **Meperidine**
- **Fentanyl**

## TRAMADOL



# Steroid Panel Urinalysis

- Anabolic steroids
- Masking agents
- Stimulants
- Narcotics
- Beta-blockers
- Diuretics



# Other Options

## Oral Fluid

- Can be collected anywhere
- Every collection is Directly Observed
- No extra collection fees
- Smaller window of detection



## Hair

- Shows history by going back 90 days
- Expanded panels available
- More expensive
- Does not show recent use



# Is It Legal Everywhere?

## Oral Fluid Testing



## Hair Testing



Information provided by Quest Diagnostics 9/2015  
<http://blog.employersolutions.com/wp-content/uploads/2015/09/Quest-Diagnostics-Guide-for-Drug-Testing-Laws.pdf>



# Other Options

## Quick Test Urine

- Inexpensive
- Multiple panel combinations
- Instant Negative result
- Need a trained collector
- Need a confirmation plan



## Quick Test Oral Fluid

- No trained collector needed
- Instant Negative result
- Less expensive than Lab Based test
- Detection window of drugs
- Need a confirmation plan



# Is It Legal Everywhere?

## Point of Collection Testing



Information provided by Quest Diagnostics 9/2015  
<http://blog.employersolutions.com/wp-content/uploads/2015/09/Quest-Diagnostics-Guide-for-Drug-Testing-Laws.pdf>



"You're fired, Jack. The lab results just came back, and you tested positive for Coke."



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# It wasn't me, it was a friend of mine...

- Second Hand Marijuana Smoke



- Poppy Seed Bagels/Muffins

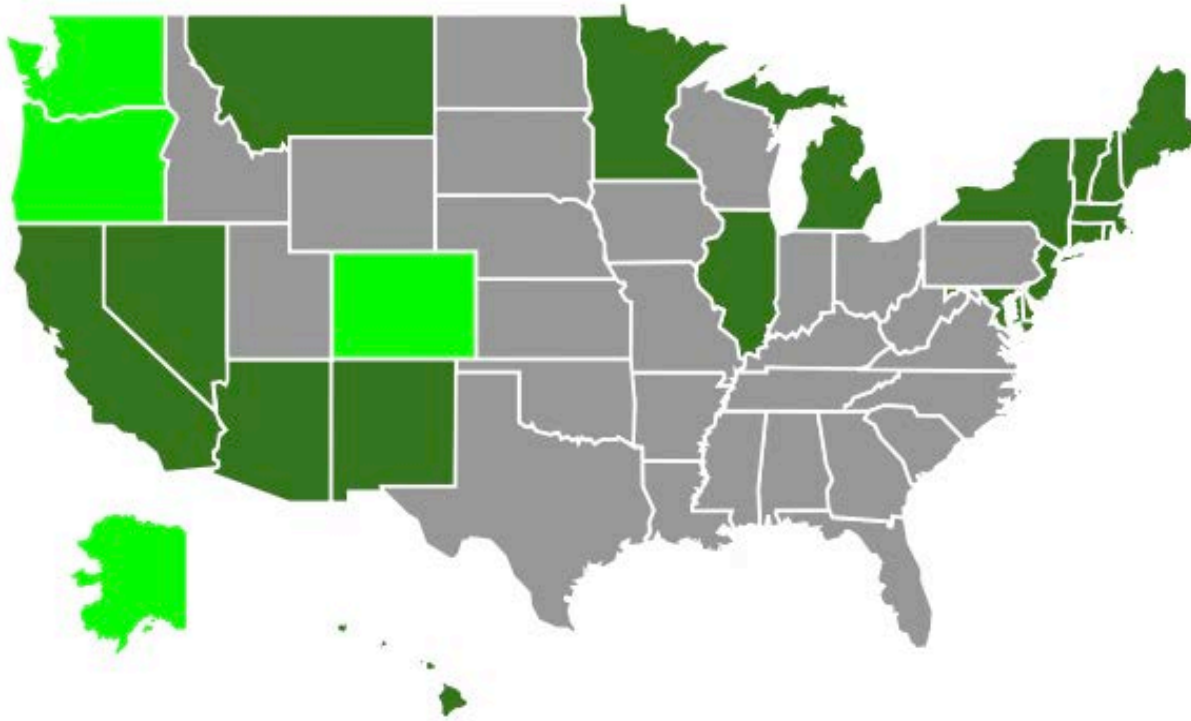


- Spouses Medication

- Package Inserts and the Internet



# Medical and Recreational Marijuana



23 states and the District of Columbia currently have laws legalizing marijuana in some form.

4 states and the District of Columbia have legalized marijuana for recreational use.

Current as Of June/2015

<http://www.governing.com/gov-data/state-marijuana-laws-map-medical-recreational.html>

## Marijuana Legalization Status

- Medical marijuana legalized
- Marijuana legalized for recreational use
- No laws legalizing marijuana

# Conclusion and Q&A

1. A comprehensive program includes more than just Drug Screening
2. Urine is not the only option for you
3. Drug Screening should be unpredictable







Thank you!

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