



SUBSTANCE ABUSE IN THE WORKPLACE

2023 Contractor Management Solutions Workshop

February 16, 2023



ABOUT TEAM COMPANIES



BUSINESSES, CONTRACTORS, & EMPLOYEES:

Our solutions for employee screening and contractor management solve many industry challenges independently. **Together, they provide the ultimate safeguard against the dangers of substance use, workplace incidence, unnecessary costs, inefficiencies, and more.**



Monitoring drug and alcohol compliance works.

- **All-in-one auditing service**
- Ensures contractors maintain compliance with federal and hiring client safety regulations



Complete program management.

- **Full-service Third-Party Administrator (TPA)** for workplace drug and alcohol testing programs
- Backed by nearly 30 years of experience in employment eligibility and compliance



Background screening solutions built for you.

- Innovative software, quality products, and live, locally-based researchers
- Makes screening your employees faster and easier than ever

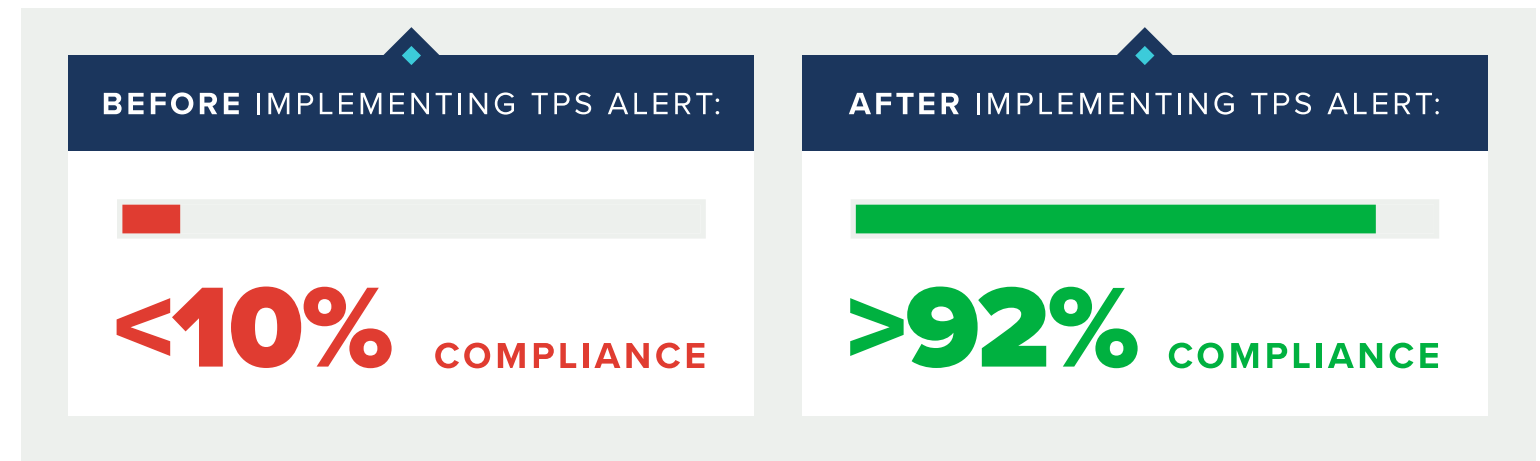


OPERATORS: WHY TPS ALERT?

Upon initial enrollment, our audits reveal that **90%** of contractors are *not* in compliance with client- or federally-mandated testing requirements.

- NO PRE-EMPLOYMENT TESTING
- INSUFFICIENT FEDERAL TESTING
- NON-COMPLIANT TESTING PANELS
- NO TESTING PROGRAM IN PLACE

After implementing TPS Alert, contractors' drug and alcohol program compliance rates increase to over **92%**.



PLUS:

TPS Alert is a **fully-integrated data partner** with both ISNetwork and Veriforce.



CONTRACTORS: WHY TPS ALERT?



- Focus on **meaningful** requirements rather than creating hurdles
- Provide the **rationale** behind specific requirements and give **reasonable** deadlines for making changes
- Help contractors **understand** exactly what steps they need to take to become compliant

FLEXIBLE & RELIABLE

Use *any* **Third-Party Administrator**

(TPA) of your choice or use **TEAM as your TPA** and our experts will take the work off your plate.



THE TPS ALERT **AUDIT PROCESS**

OUR AUDITS ENSURE AND SUPPORT:

1 Drug and alcohol testing at required intervals

2 Accordance with DOT and client-specific requirements

3 Medical Review Officer (MRO) and HHS lab certification

4 Enforcement of Zero-Tolerance policies and Return-to-Work programs



ENROLLMENT AUDIT



COMPLIANCE AUDIT



STATISTICAL DATA
AUDIT



ROSTER UPDATE



ON-SITE CHECK



QA AUDIT





THE NEED FOR DRUG TESTING

Recent trends and insights from the latest workplace drug testing data.



THE REAL COST OF SUBSTANCE ABUSE IN THE WORKPLACE

63% of admitted illegal drug users in the U.S. are employed; **44%** are employed *full-time*.

The latest research on employment costs and data from the **National Survey on Drug Use and Health** (NSDUH) tells us how much substance use in your workforce could cost your company annually:

Two weeks
more missed
workdays per year

\$70K
IN LOST TIME

40% more likely to
have more than one
employer in a year

\$100K
**IN TURNOVER
AND TRAINING**

3.6x more likely to
have an on-site
accident

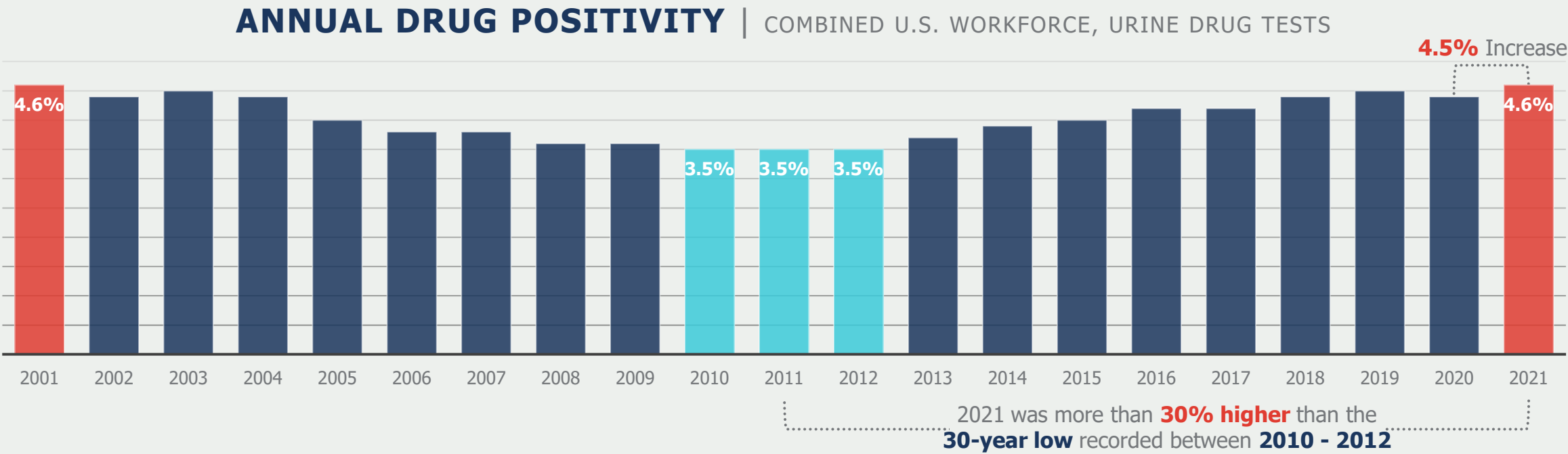
3x higher health
benefit usage

\$80K
**IN MEDICAL
COSTS**



DRUG POSITIVITY HITS HIGHEST LEVEL IN TWO DECADES

In 2021, the **overall positivity rate** for the Combined U.S. Workforce climbed to **4.6%** — a **31.4% increase** from the all-time low 10 years ago (2010-2012), and a **4.5% increase** from 2020.

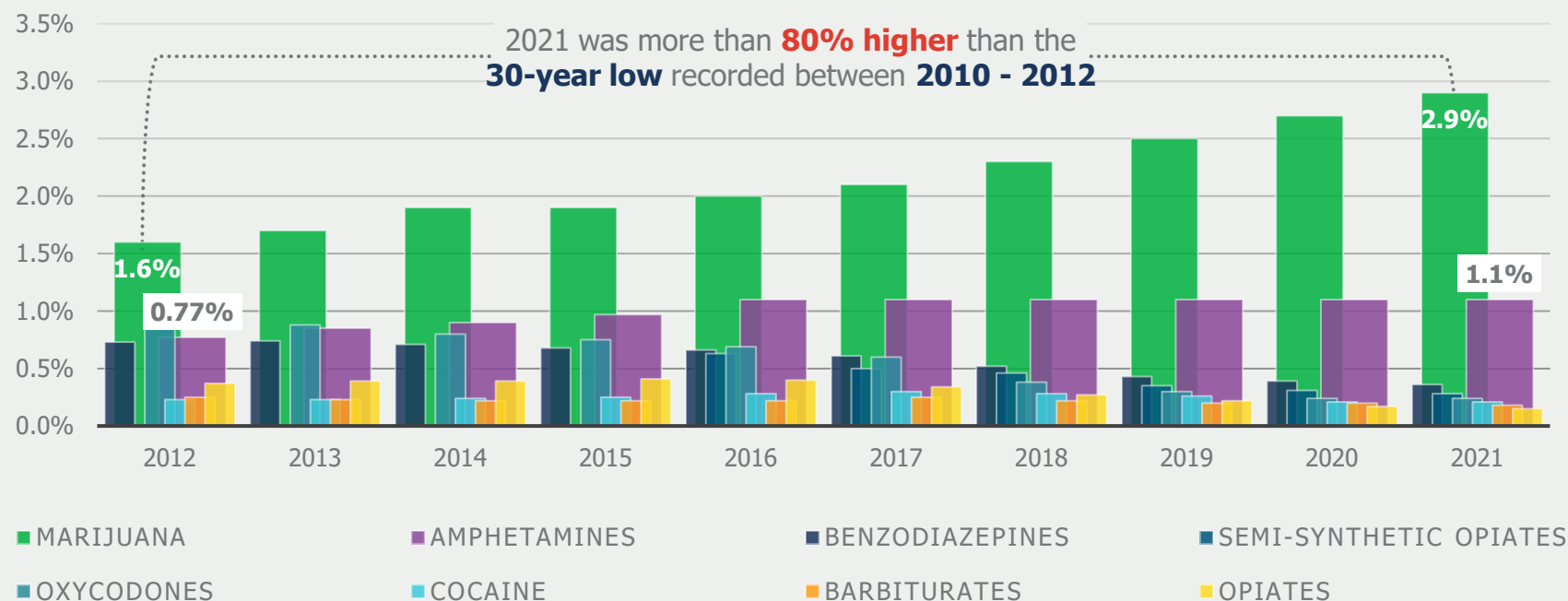


MARIJUANA POSITIVITY CONTINUES UPWARD CLIMB

Marijuana and **Amphetamines** remain the most common drugs detected—an **8-year trend**.

ANNUAL DRUG POSITIVITY BY DRUG CATEGORY

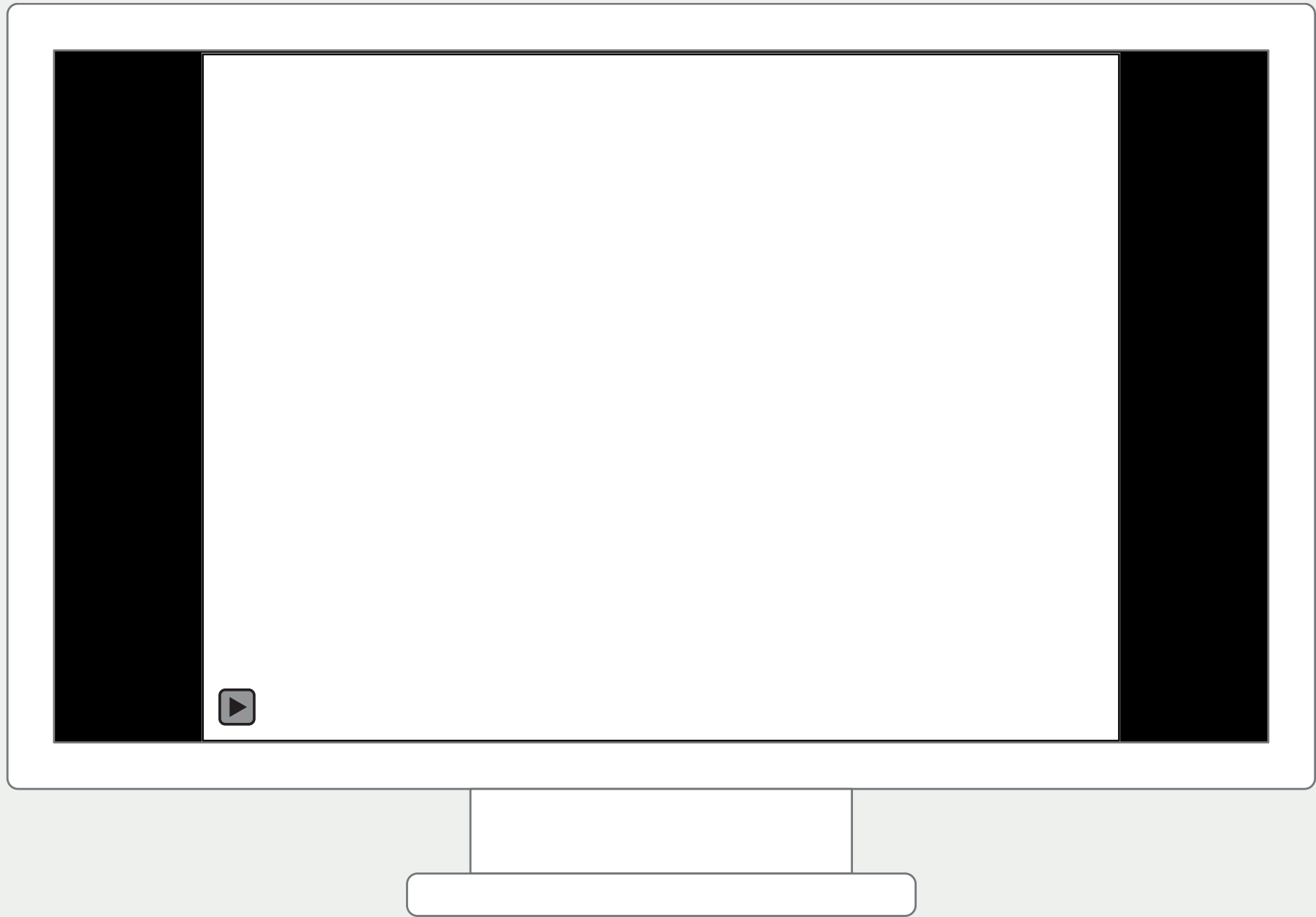
COMBINED U.S. WORKFORCE, URINE DRUG TESTS



Since the first state legalized recreational marijuana use in 2012, the drug's positivity rate has increased by

81.3%







Medical Use Legalized, Recreational Use Decriminalized

CBD Oil Legalized

Illegal but Decriminalized

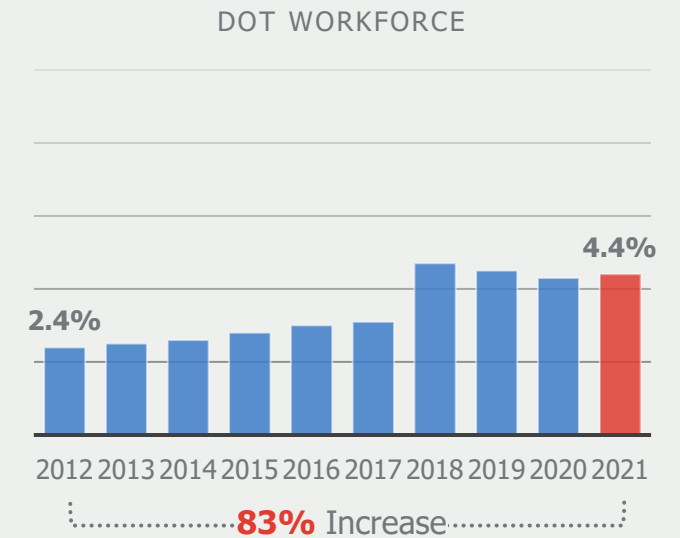
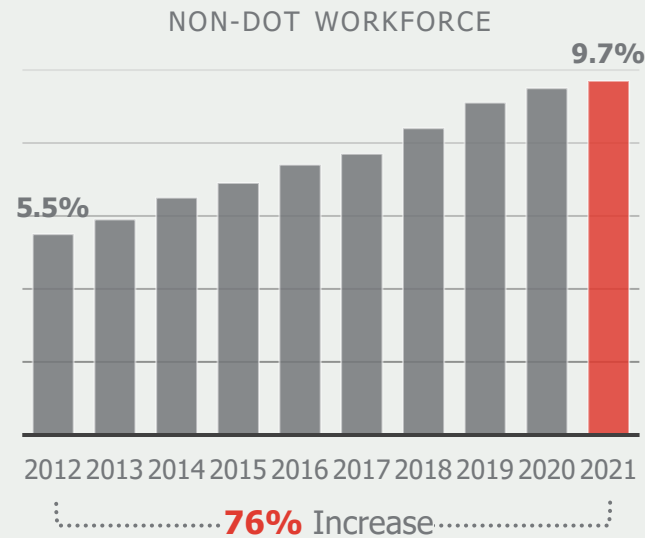
Fully Illegal

POST-ACCIDENT POSITIVITY SKYROCKETS SINCE LEGALIZATION

The positivity rate for **Post-Accident drug tests** has also increased at an alarming rate since legalization began in 2012:

- **76.4%** in the General U.S. Workforce (non-DOT)
- **83.3%** in the Federally-Mandated, Safety-Sensitive Workforce (DOT)

POST-ACCIDENT DRUG POSITIVITY BY EMPLOYEE GROUP URINE DRUG TESTS



While urine drug testing cannot determine whether an individual is under the influence or impaired at the time of test, **our post-accident data suggests that [drug] use may play a role in those workplace incidents prompting a drug test.**

BARRY SAMPLE | PhD, Senior Science Consultant for Quest Diagnostics

Quest Diagnostics. (2022, April). *Drug Testing Index and Industry Insights: 2022 Annual Report*.
Quest Diagnostics. (2021, May). *Drug Testing Index and Industry Insights: 2021 Annual Report*.
Quest Diagnostics. (2017, May). *Drug Testing Index: Employer Solutions Annual Report, Spring 2017*.



TESTING METHODS COMPARED

Positivity rates for **Hair** and **Oral Fluid** drug tests are consistently higher than **Urine** drug tests.

By nature, these types of tests are always performed **under observation**.

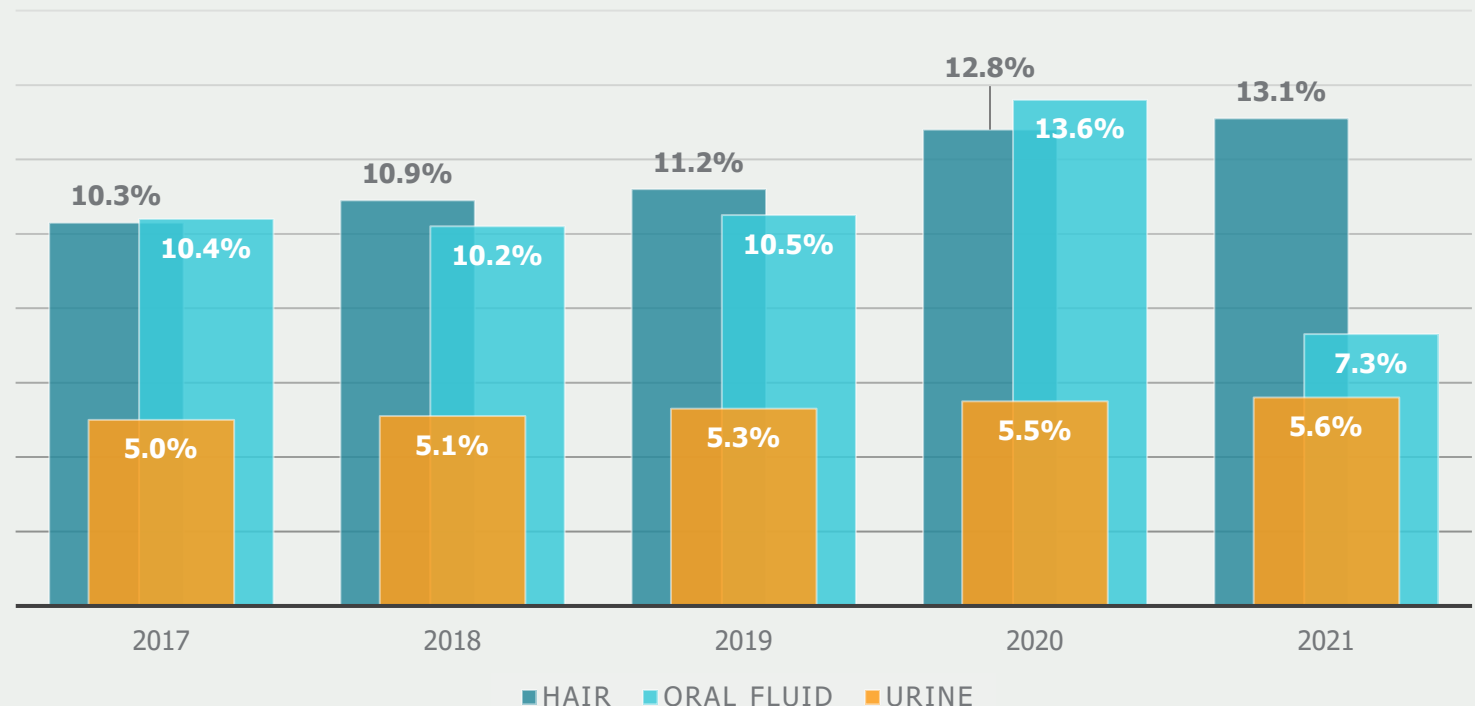
This prevents the ability of a donor to provide a **false specimen**, which results in a more effective test overall.

DETECTION WINDOWS:

- **Oral Fluid:** within minutes; up to 48 hours
- **Urine:** previous 24-72 hours
- **Hair:** 90 days

ANNUAL DRUG POSITIVITY BY TESTING METHOD

NON-DOT WORKFORCE



THE DANGERS OF **DELTA-8 THC**

Delta-8 THC, the newest marijuana product on the market, reportedly provides a **gentler high** that offers relaxation and pain relief without the more distressing psychomotor symptoms caused by using regular marijuana—**and it's currently legal.**

IS IT DANGEROUS?

It still causes many symptoms that make marijuana use dangerous to safety-sensitive environments:

- Difficulty concentrating
- Poor short-term memory
- Delayed reaction time
- Impaired motor skills

CAN YOU TEST FOR IT?

With current drug testing technology, Delta-8 will cause a **positive** test result for THC upon *initial screening*.

However, it is **not** detectable at the more specific ***confirmation level*** without heavy modifications.

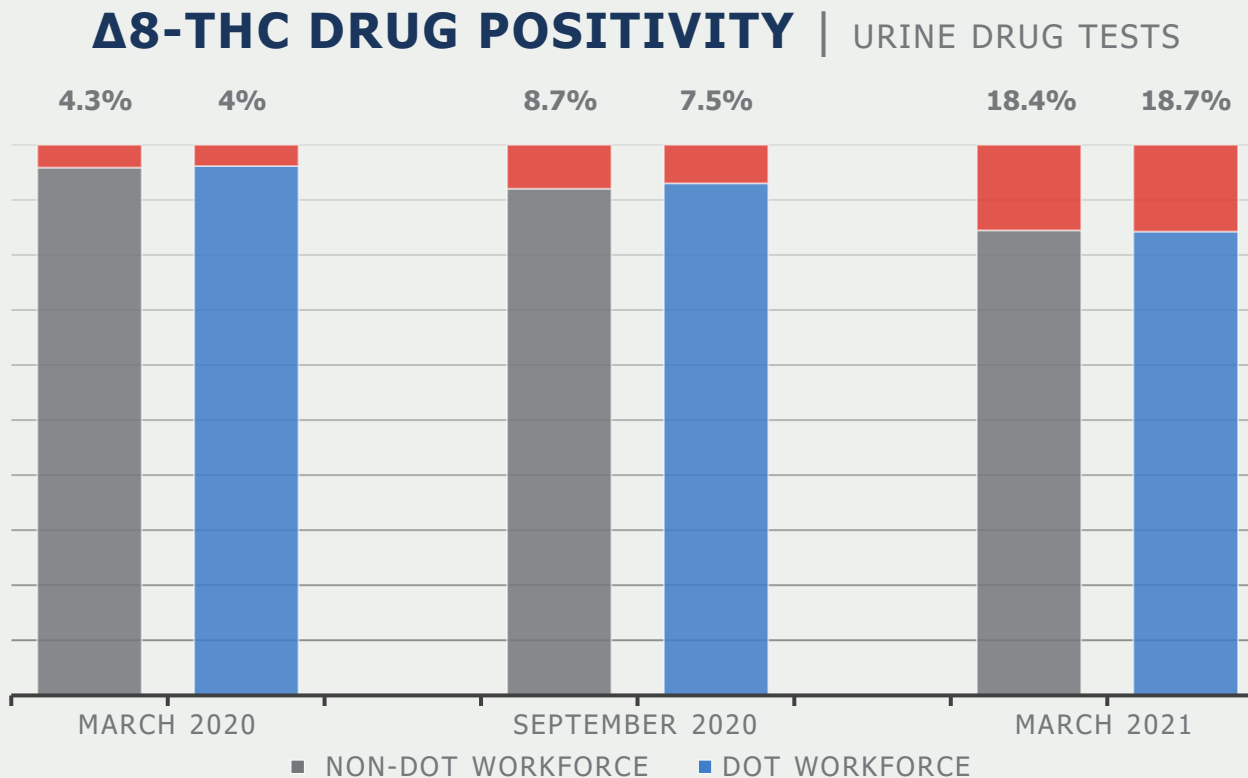
THE PROBLEM:

Drug tests will ultimately be reported as **negative**, granting users of Delta-8 access to worksites and jeopardizing the safety of themselves and others.



DELTA-8 THC GROWS IN POPULARITY

A recent study by Clinical Reference Laboratory re-tested a selection of urine samples that were **positive** for marijuana during the initial screening but reported **negative** after confirmation, to look for traces of Delta-8 THC.



Over the one-year between March 2020 and March 2021, the positivity rate for Delta-8 increased exponentially.

- Rates nearly **doubled** after 6 months, and more than **doubled again** after 1 year.
- The General U.S. Workforce (non-DOT) showed a nearly **350% overall increase**.
- The Safety-Sensitive Workforce (DOT) showed an over **370% overall increase**.



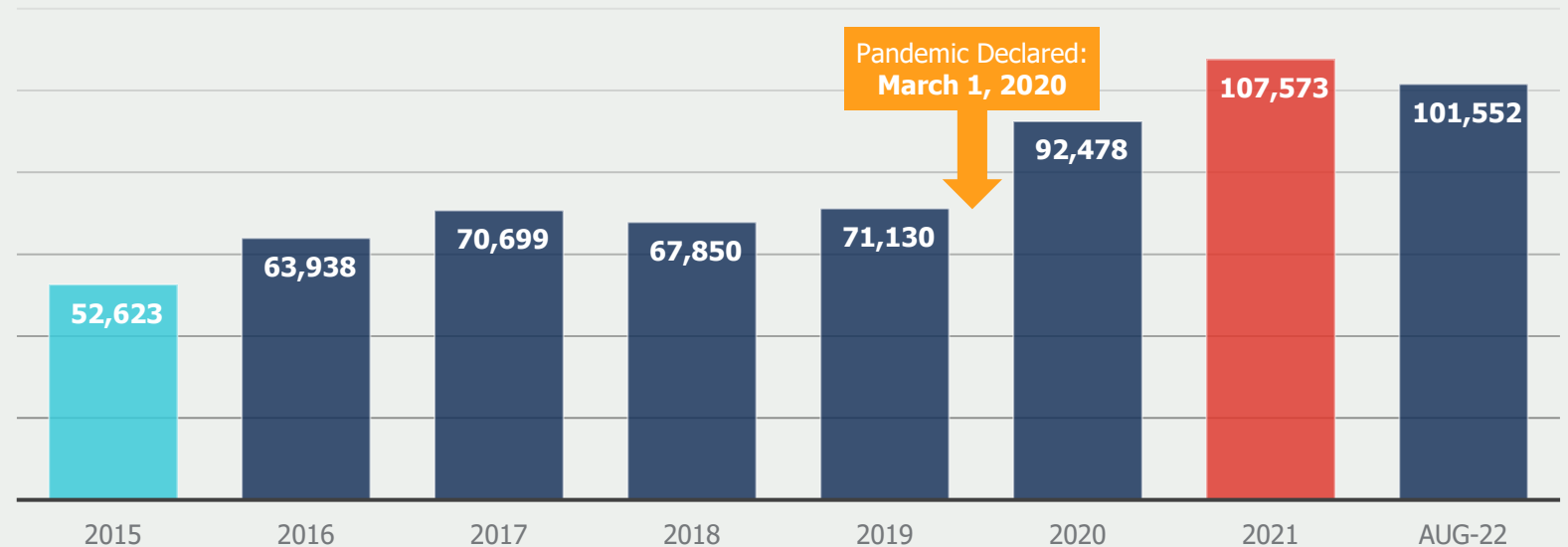
OVERDOSE DEATHS HIT AN ALL-TIME-HIGH

Annual overdose deaths in the U.S. hit an **all-time high in 2021**—more than 107k reported at year-end.

Though available data for 2022 shows a slight decrease, it still represents a **43% increase** since before the COVID-19 pandemic and a **93% increase** since 2015.

In 2021,
107,573
drug overdose deaths occurred in the United States.

YEAR-END OVERDOSE DEATHS | UNITED STATES



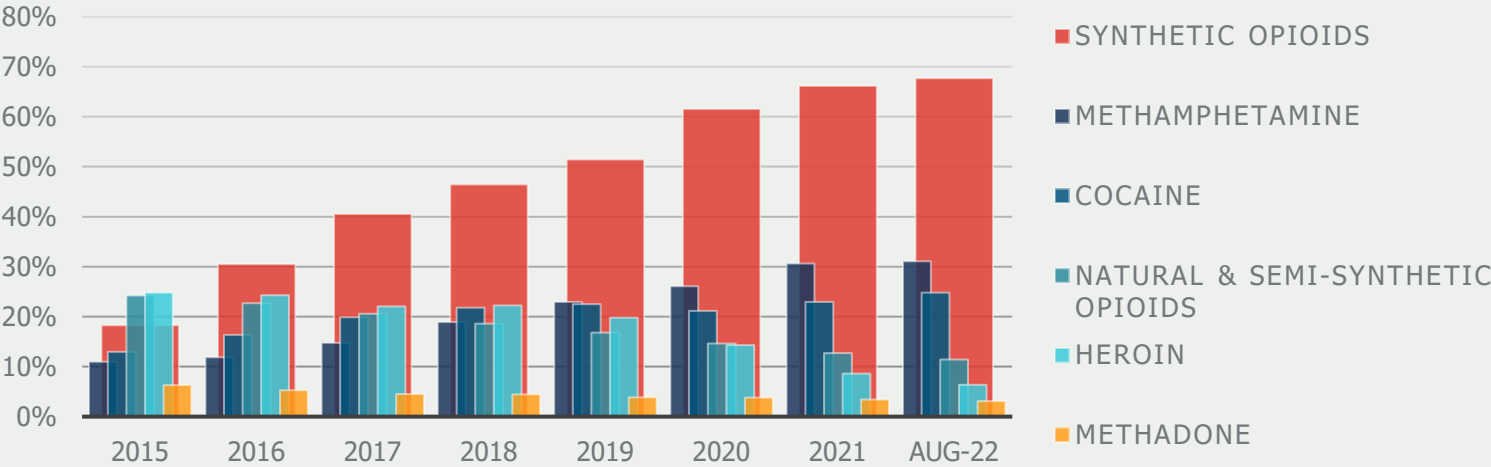
ILLICIT FENTANYL

CONTINUES TO DRIVE OVERDOSE DEATHS

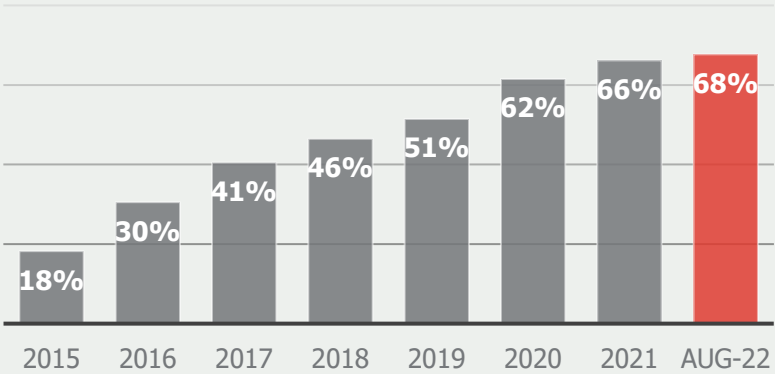
Synthetic Opioids—primarily **non-prescribed Fentanyl**—are the **primary driver** of overdose deaths in the U.S., often in combination with other drugs like cocaine and heroin.

As of August 2022, Synthetic Opioids accounted for **68%** of all overdose deaths, an **all-time-high**.

OVERDOSE DEATHS BY DRUG CATEGORY | UNITED STATES



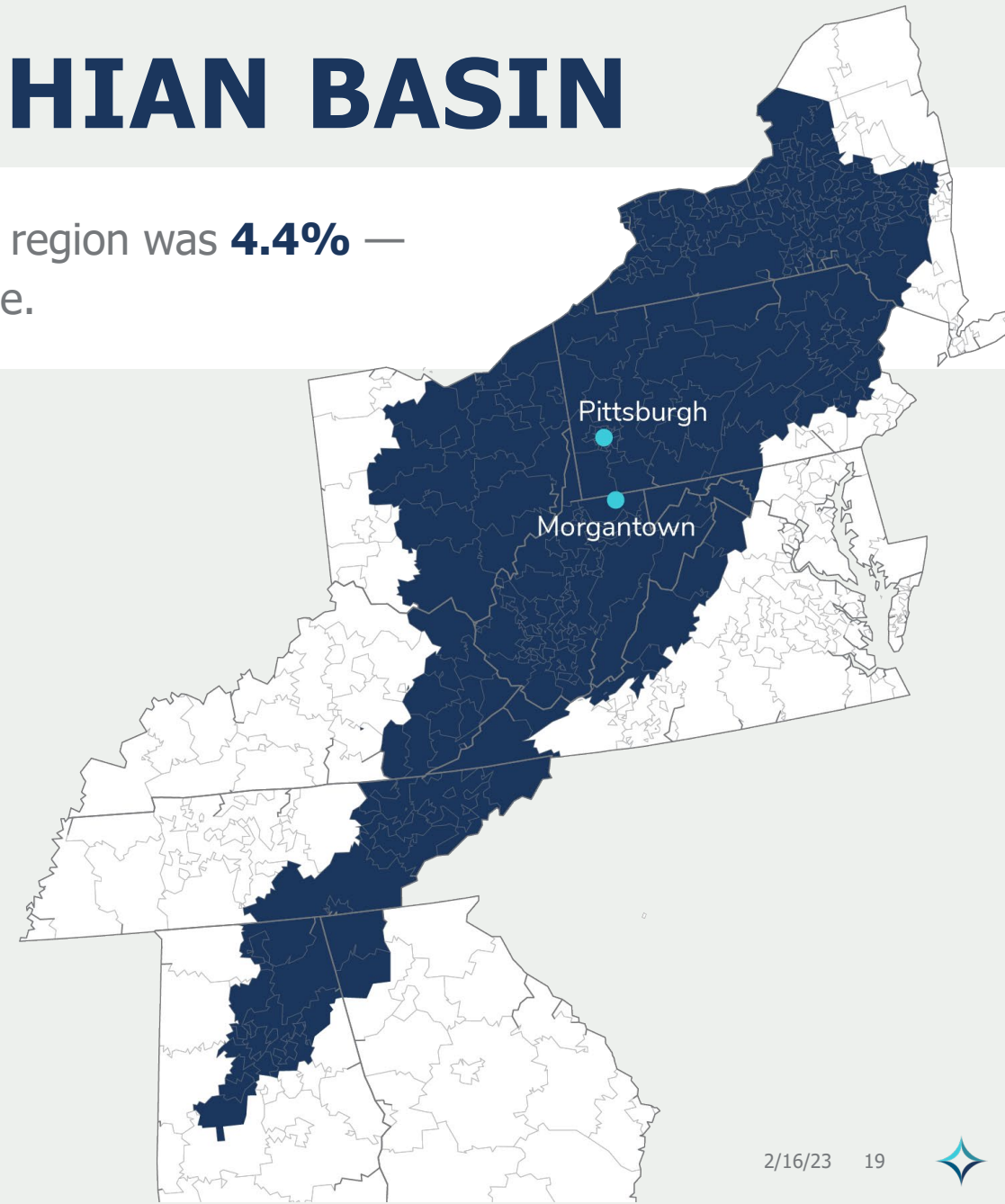
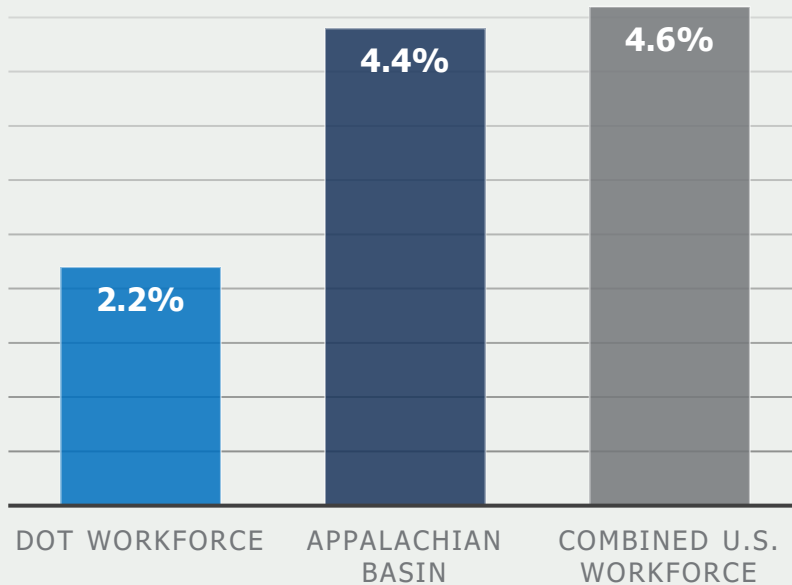
OVERDOSE DEATHS CONTAINING FENTANYL



REGIONAL TRENDS: **APPALACHIAN BASIN**

In 2021, the **overall positivity rate** for the Appalachian Basin region was **4.4%** — **nearly double** the rate of the Safety-Sensitive (DOT) Workforce.

2021 DRUG POSITIVITY
APPALACHIAN BASIN VS. NATIONAL AVERAGE

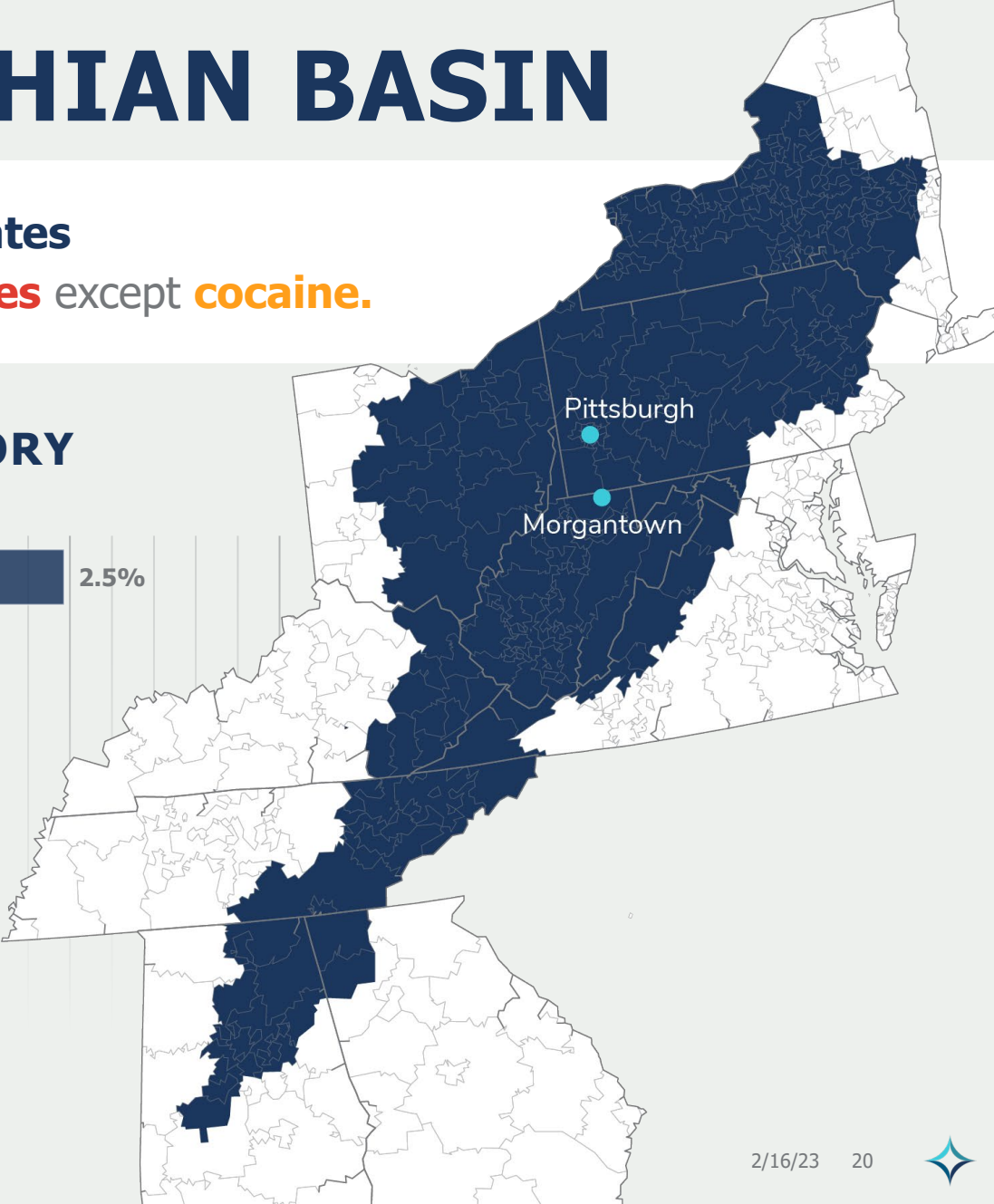
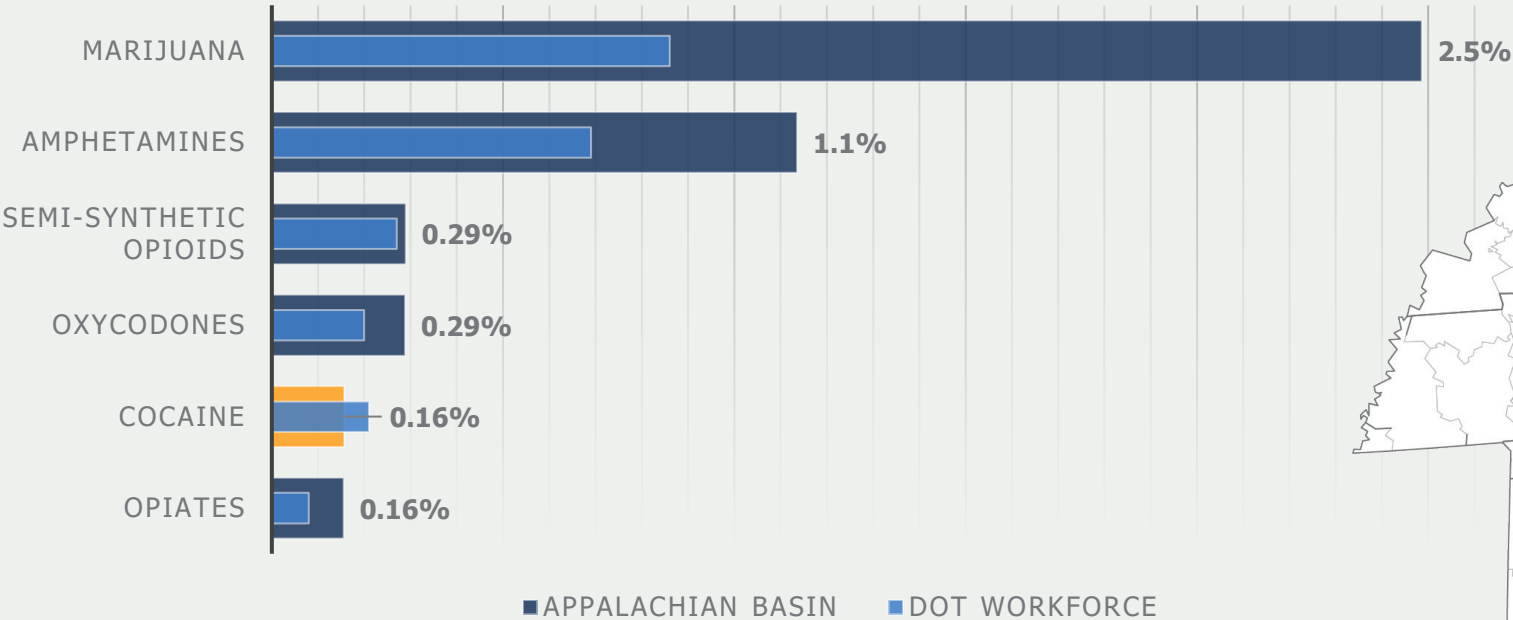


REGIONAL TRENDS: APPALACHIAN BASIN

The Appalachian Basin region also showed **higher positivity rates** than the Safety-Sensitive workforce (DOT) in **all drug categories** except **cocaine**.

2021 DRUG POSITIVITY BY DRUG CATEGORY

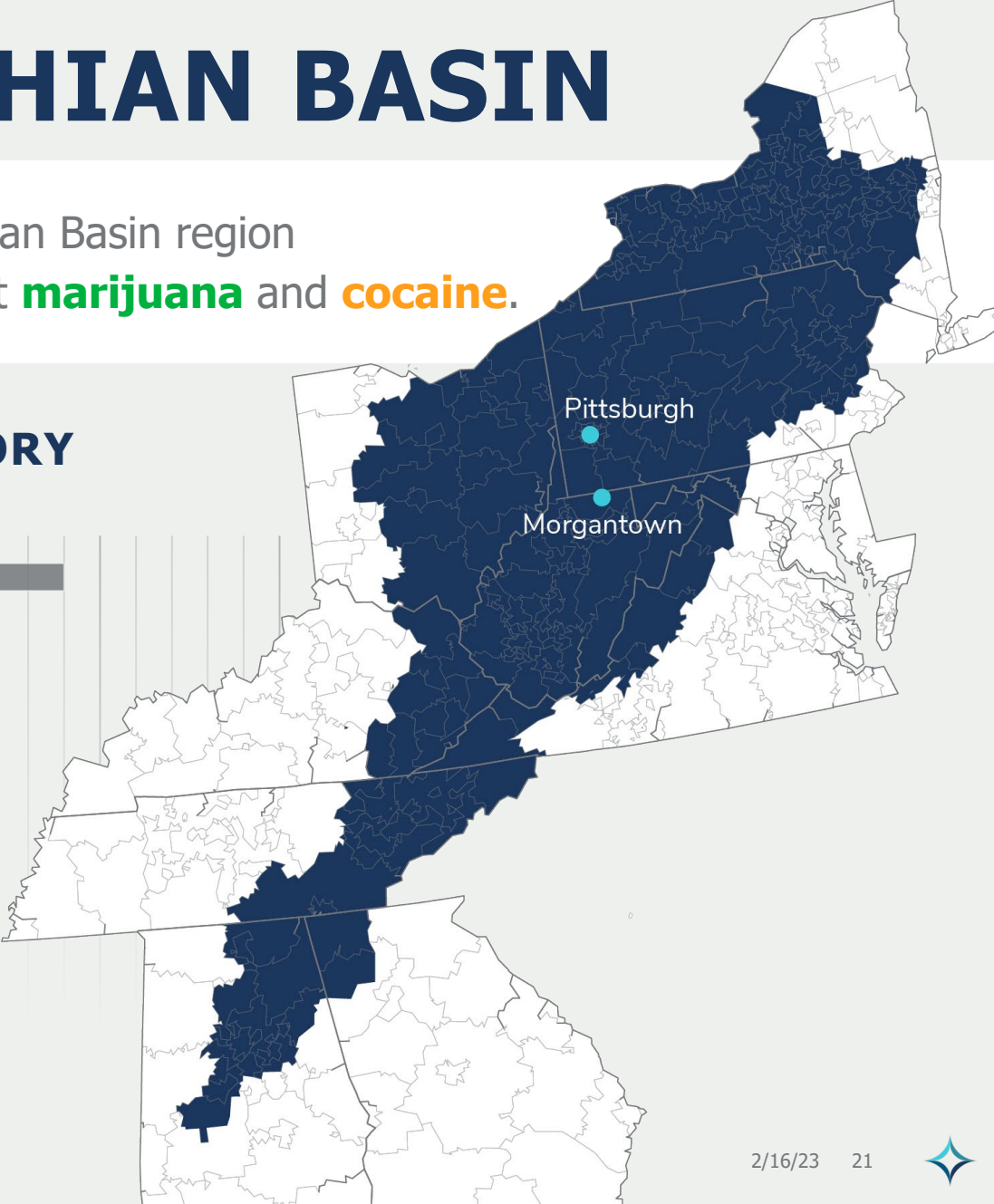
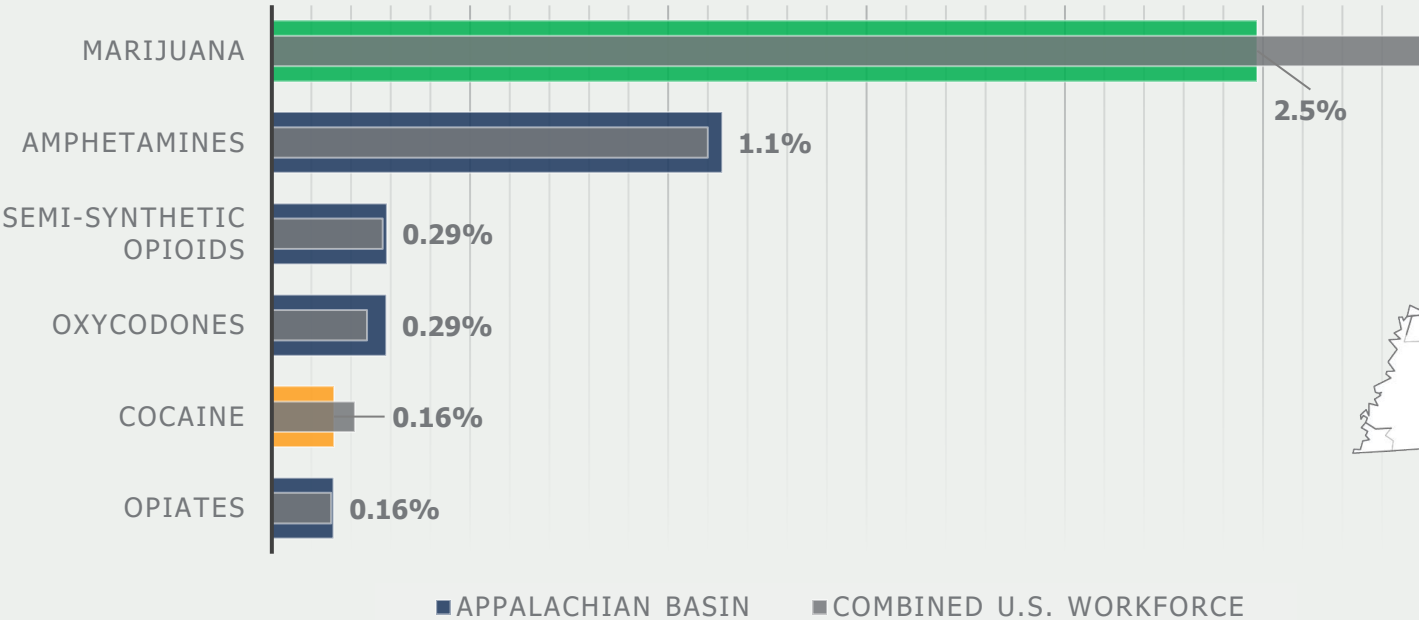
APPALACHIAN BASIN VS. DOT AVERAGE



REGIONAL TRENDS: APPALACHIAN BASIN

Compared to the Combined U.S. national average, the Appalachian Basin region showed **higher positivity rates** in **all drug categories** except **marijuana** and **cocaine**.

2021 DRUG POSITIVITY BY DRUG CATEGORY
APPALACHIAN BASIN VS. NATIONAL AVERAGE





THE IMPORTANCE OF DRUG TESTING & HOW TEAM CAN HELP



DRUG TESTING IS *HIGHLY* PREDICTIVE OF **SAFETY PERFORMANCE**

The **Construction Safety Research Alliance** (CSRA) is a group of industry leaders and experienced scientists on a mission to prevent serious incidents and fatalities through transformative research and defensible science.

Recently, the CSRA collected data on a massive transit project, and using predictive analytics found that

Frequency of Drug Testing

was among the

TOP FIVE BEST PREDICTORS

of workplace incidents and fatalities.

1. Contractor Safety Audits

2. Frequency of Drug Tests

3. Frequency of Pre-Job Safety Meetings

4. Frequency of Safety Observations

5. Rate of Site Inductions



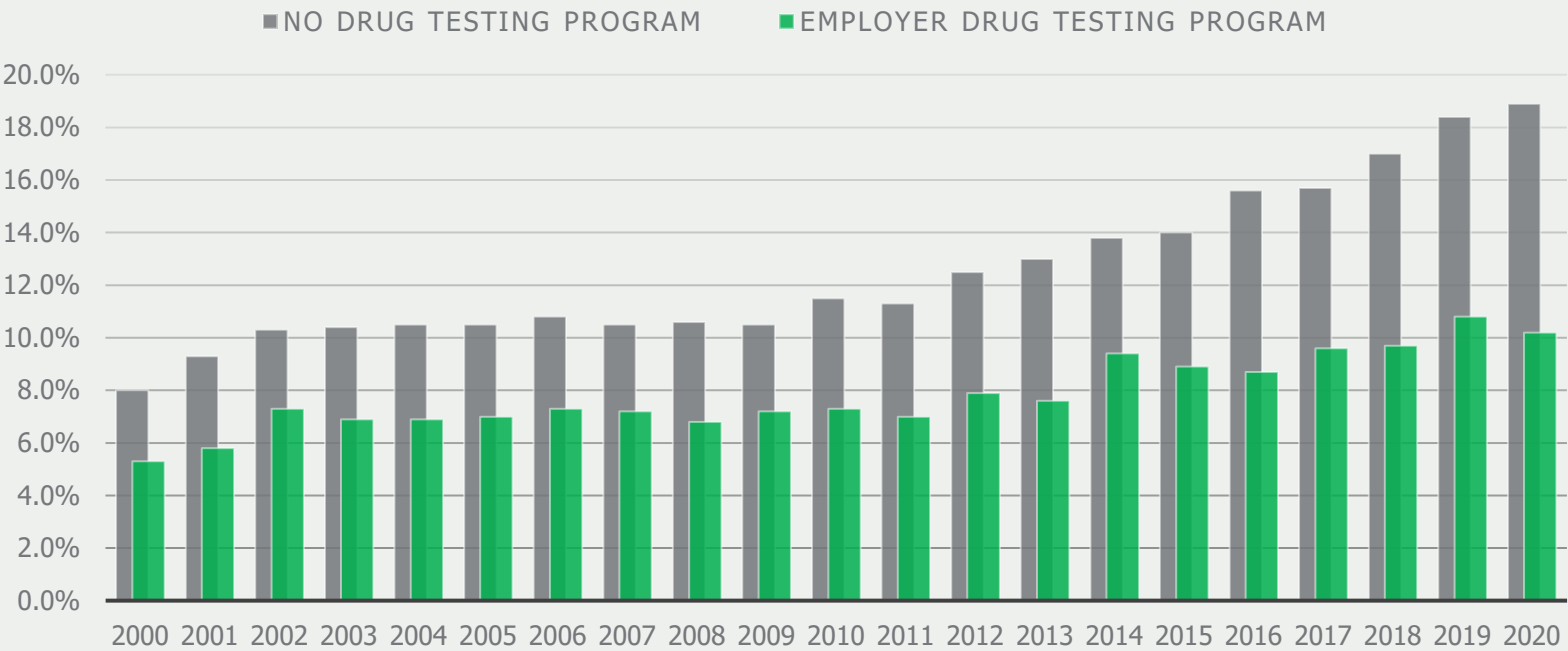
REGULAR TESTING DETERS ILLICIT DRUG USERS

According to the most recent National Survey on Drug Use and Health (NSDUH), **1 in 7** of American adults admit to **using illicit drugs in the past month**.



ILLICIT DRUG USE IN PAST MONTH | GENERAL U.S. POPULATION

Data also shows that individuals who work for employers with a **Workplace Drug and Alcohol Testing Program** *in place* are nearly **50% less likely** to using illicit drugs.



5 STEPS FOR WORKPLACE SAFETY

The most important and impactful step you can take to create and foster a safe workplace is to maintain a **comprehensive drug and alcohol testing program** backed by **clear, enforceable expectations**.

STEP 1:

Develop and maintain a written policy and enforce it through regular compliance monitoring.

STEP 2:

Educate your employees on the dangers of substance abuse in the workplace.

STEP 3:

Train your leadership team to recognize the symptoms and behaviors putting your workplace at risk.

STEP 4:

Run background checks to protect against workplace violence, theft, fraud, and increased liability.

STEP 5:

Implement regular, unplanned testing to support your pre-employment screening efforts.



YOUR **SUCCESS** IS OUR **PRIORITY**

WE'RE HERE TO
QUALIFY
CONTRACTORS—
NOT
DISQUALIFY.

All phone lines,
inboxes, and chat
feeds are actively
monitored by
**live, locally-based
agents**

We **prioritize
your time** and stay
prepared to provide
fast, friendly support
when you need it.

Our TEAM is
**highly-trained and
knowledgeable** in
all our products and
services, ensuring
relevant support no
matter the topic.

4.9 OUT
OF 5

AVERAGE
CHAT RATING

15 SEC.

AVERAGE
RESPONSE TIME

7 MIN.

AVERAGE
CHAT DURATION



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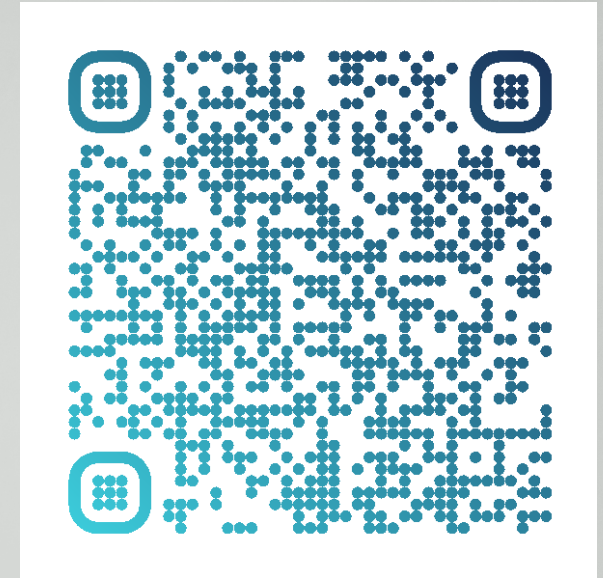
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