

Drug & Alcohol Training



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Drug & Alcohol Testing

Start-up date...January 1, 1995

Large Employers – 50 or more covered employees

Start-up date...January 1, 1996

Small Employers – Fewer than 50 covered employees



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What is a CMV ?



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What is a Commercial Vehicle ?

Has a GVWR of 26,001 or more pounds



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What is a Commercial Vehicle ?

Has a gross combination weight rating of 26,001 or more pounds inclusive of a towed unit with a gross vehicle weight rating of more than 10,000 pounds



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What is a Commercial Vehicle ?

Is designed to transport 16 or more passengers,
including the driver



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What is a Commercial Vehicle ?

Can be any size if used to transport placarded quantities
of hazardous materials



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Substances Tested for DOT 5 Panel Test and Alcohol

1/1/18

Alcohol

Amphetamines – (Amphetamines and
Methamphetamines)

Marijuana Metabolites

Cocaine Metabolites

MDA – Analogues (MDA and MDMA)



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Substances Tested for DOT 5 Panel Test and Alcohol

1/1/18

Opioids – (Morphine, Codeine, 6 Acetylmorphine
Hydromorphone, Hydrocodone, Oxycodone,
Oxycodone)

Phencyclidine (PCP)



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Split Samples

Primary Sample 30 ML

Secondary Sample 15 ML



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When is testing required ?



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When is testing required ?

Pre-Employment

Random

Reasonable Suspicion



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When is testing required ?

Post Accident

Return to Duty

Follow up



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Pre-Employment

Test only for drugs not alcohol

Must have test results prior to allowing the employee to perform any safety sensitive function



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Random

50% of covered employees must be tested annually for drugs



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Random

10% of covered employees must be tested annually for alcohol



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Random

May be percentage of company drivers

or

percentage of drivers in a consortium pool



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Random

Each driver must have an equal opportunity to be selected each time the selections are made



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Reasonable Suspicion

Must be a trained supervisor for the company

Observations must be made directly by the trained supervisor

Observations must be documented



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Post Accident

Fatal Accident

CMV driver lives driver must be tested for both alcohol and drugs



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Post Accident

Personal injury & Tow away Accidents

CMV driver **MUST** receive a ticket for a moving violation before testing for alcohol and drugs would be required



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Post Accident

Must do Immediately

Must document if not done within 2 hours

8 hours for alcohol

32 hours for drugs



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Return to Duty

If a driver has tested positive for drugs or has had an alcohol test result of 0.04 or higher the driver must be tested before returning to duty performing safety sensitive functions



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Return to Duty

This test must be under direct observation



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Return to Duty

You must have the test results prior to allowing the employee to perform safety sensitive functions



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Follow Up

If the Substance Abuse Professional (SAP) has determined that the employee has a problem with alcohol and or drugs



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Follow Up

The employee must be tested at least 6 times in the first twelve (12) months back to work

Could be as many tests as SAP requires over a 5 year period



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Follow Up

These tests must be coordinated with the SAP

These tests must be under direct observation



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Follow Up

SAP will determine if the test is for alcohol or drugs or for both



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Important Alcohol Concentrations

0.05 scientific standard (most people affected)

0.08 scientific standard (all people affected)



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Important Alcohol Concentrations

Federal Highway standard (DWI/OUI CMV) 0.04



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Important Alcohol Concentrations

Workplace Violation Standard

0.02 but less than 0.04

Workplace Service Standard (CDL operator may not perform any safety sensitive duties for at least 24 hours)



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Important Alcohol Concentrations

Law enforcement will put you out of service for ANY detectable amount of alcohol



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Prohibited Conduct

Reporting to and or remaining on duty with an alcohol concentration of 0.04 or greater

Possess while on duty alcohol that is not manifested as part of a shipment



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Prohibited Conduct

Use of alcohol while on duty

Use of alcohol within four hours of going on duty to perform safety sensitive functions



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Prohibited Conduct

Use of alcohol for eight hours after an accident that require a post accident test or until the test is performed

Refusal to submit to required alcohol and or controlled substance test



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Prohibited Conduct

Reports to or remains on duty when using ANY controlled substance, except used under a physician's orders and the physician has informed the driver that the use will not effect the safe operation of a commercial vehicle

Methadone is prohibited under Part 391.41



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Prohibited Conduct

Reports to or remaining on duty if tested positive for controlled substances



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Definitions

BAC - Blood Alcohol Concentration

BAT - Breath Alcohol Technician

BRAC - Breath Alcohol Concentration (G/210L)

CDL - Commercial License



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Definitions

DER - Designated Employer Representative

DHHS - Department of Health and Human Services

DOT - Department of Transportation

EBT - Evidential Breath Testing Device



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Definitions

FHWA - Federal Highway Administration

FMCSA - Federal Motor Carrier Safety Administration

MRO - Medical Review Officer

NHTSA - National Highway Safety Administration

SAP - Substance Abuse Professional



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Substance Abuse Professional

- Licensed Physician (Medical Doctor or Doctor of Osteopathy)
- Licensed or Certified Psychologist
- Social Worker
- EAP
- Addiction Counselor – certified by National Association



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Substance Abuse Professional

With knowledge of and clinical experience in the diagnosis and treatment of alcohol and controlled substance related disorders



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Policy Requirements

The identity of the person designated by the employer to answer driver questions about the material

The categories of the drivers who are subject to the testing



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Policy Requirements

To make it clear what period of the work day the driver is required to be on compliance with the regulations

Specific conduct that is prohibited



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Policy Requirements

The circumstances under which a driver will be tested

The procedures that will be used



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Policy Requirements

The requirement that a driver submit to alcohol and controlled substances tests

An explanation of what constitutes a refusal to submit to a test



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Policy Requirements

The consequences for drivers found to have violated the regulation

The consequences for drivers found to have an alcohol concentration of 0.02 or greater but less than 0.04



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Policy Requirements

Information concerning the effects of alcohol and controlled substances used on an individual's health, work and personal life, signs and symptoms of an alcohol or controlled substance problem (drivers or co-workers) and available methods of intervening when alcohol or controlled substance problem is suspected, including confirmation, referral to any employee assistance program and or referral to management



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Policy Requirements

The requirement that the following personal information collected and maintained under this part shall be reported to the Clearinghouse:

- A verified positive, adulterated, or substituted drug test result;
- An alcohol confirmation test with a concentration of 0.04 or higher;
- A refusal to submit to any test required by subpart C of this part;
- An employer's report of actual knowledge, as defined at §382.107;



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Policy Requirements

- On duty alcohol use pursuant to §382.205;
- Pre-duty alcohol use pursuant to §382.207;
- Alcohol use following an accident pursuant to §382.209; and
- Controlled substance use pursuant to §382.213;
- A substance abuse professional (SAP as defined in §40.3 of this title) report of the successful completion of the return-to-duty process;
- A negative return-to-duty test; and
- An employer's report of completion of follow-up testing.



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Policy Requirements

- *Optional provision.* The materials supplied to drivers may also include information on additional employer policies with respect to the use of alcohol or controlled substances, including any consequences for a driver found to have a specified alcohol or controlled substances level, that are based on the employer's authority independent of this part. Any such additional policies or consequences must be clearly and obviously described as being based on independent authority.
- *Certificate of receipt.* Each employer shall ensure that each driver is required to sign a statement certifying that he or she has received a copy of these materials described in this section. Each employer shall maintain the signed certificate and may provide a copy of the certificate to the driver.



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ADA & Breath Alcohol Testing

The EEOC has ruled that a breath alcohol test is a medical test

Medical test may only be done after a conditional offer for employment is made

Alcoholism is a disability



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DRUG AND ALCOHOL CLEARINGHOUSE Part 382.701

- Motor carriers must register with Clearinghouse by January 6, 2020.
- Issue updated policy to drivers containing Clearinghouse requirements.
- Motor carriers must report violations of Part 382 and verification of completion of RTD process.
- Only violations on or after January 6, 2020 will be in database.
- Motor carriers must query clearinghouse for pre-employment and annually.
- Full query takes driver consent which requires driver to register with Clearinghouse.



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- Limited query takes driver permission, written and kept on file in DQ.
- Motor carriers may designate C/TPA to report on their behalf.
- Limited and full query is \$1.25 and bundled query plans may be purchased by motor carrier, but cannot be purchased by C/TPA.
- Drivers are not required to register with registry unless seeking employment, seeking their own data, or reporting a violation.
- Motor carriers must perform investigative inquiry per Part 391.23 until January 6, 2023 at which point the database will contain 3 years of investigative history.
- Data will remain in Clearinghouse for 5 years or until RTD process is completed, whichever is later.



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Any Questions?



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Reasonable Suspicion Drug and or Alcohol



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Oxycodone)

Phencyclidine (PCP)



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Establishing Reasonable Suspicion

Observation must be made by a trained supervisor for the company

Specific

Contemporaneous

Articulate



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Establishing Reasonable Suspicion

Observations Must Concern

Appearance

Behavior

Speech

Body Odors



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Establishing Reasonable Suspicion

What is different about employee today than normal ?



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Establishing Reasonable Suspicion

- Loss of production
- Absenteeism
- Use of sick leave
- Accidents – Incidents
- Tardiness
- Poor decision making
- Changes in values
- Avoidance of friends and co-workers
- New friends who use drugs/alcohol
- Breaking rules or laws
- Borrowing money



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Establishing Reasonable Suspicion

A written record of the observations must be made within 24 hours or prior to the results of the test being released



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Detection Periods

Detection periods for each drug vary by individual due to rates of metabolism and excretion

the following are estimates :



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Detection Periods

Amphetamines and Methamphetamines
1-2 days

Cocaine 2-3 days

Marijuana 7 days, chronic use up to 30



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Detection Periods

Alcohol 12 – 24 hours

Opiates (Codeine, Synthetic Opiates, Heroin) 2 days

PCP 8 days, chronic use up to 30



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Alcohol

Alcohol, as a drug, has been consumed throughout the world for centuries

As a CNS depressant, it slows down physical responses and progressively impairs mental functions



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Alcohol

Common street names

booze

juice

brews



grain

shine

hooch



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Alcohol

Standard Drink

Size	Drink	Amount
1 oz	100 percent liquor	50%
4oz	Wine	12%
12oz	Beer	4%



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Alcohol

Approximate rate of Metabolism

0.015 – 0.018 %/hour (2/3 standard drink/hour)



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Alcohol

Distribution Relationship

2 Standard Drinks = 0.05% in a 150 lb man



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Alcohol

Observable Signs

Slowed reflexes
Drowsy
Sluggish
"On the nod"
Jerky eye movements
Slurred speech
Loss of coordination



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Alcohol

Reported Symptoms

Dizziness or numbness
Distorted perception of time and space
Nausea
Relaxed inhibitions
Increased talkativeness
Reduced emotional control
Distorted judgment



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Alcohol

Behavioral symptoms

impaired driving

gross effects on memory and thinking



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Alcohol

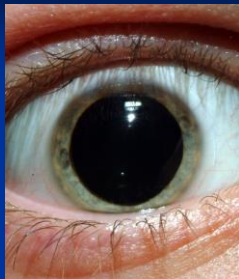
vision

difficulty focusing, glazed appearance of the eyes,
dilated pupils



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Dilated Pupil



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Alcohol

judgment – passive or combative behavior

personal appearance

motor skills become difficult



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Alcohol

Irritability

loss of memory

absenteeism



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Alcohol

job performance suffers

interpersonal relationship suffer



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Effects on Body

1 drink/hour = .02% (hard to detect)

2-3 drinks/hour = .05% (relax/sedate)

5-6 drinks/hour = .10% (visibly impaired)

7-8 drinks/hour = .15% (more impaired)



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Effects on Body

15-20 drinks/hour = .40% (possible coma)

Body burns off approximately = .02% per hour

Effects are cumulative



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Effects on Body

Example : drink 2 drinks first hour, body burns off 1 and BAC would be approximately .02%, drink 2 more drink next hour, body burns 1, BAC approximately .05%



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Alcohol Consumption

2.54 gallons of pure alcohol per person per year

Pure alcohol equivalents :

Beer --- 56 gallons

Wine --- 20 gallons

Other alcohol --- 6 gallons



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Alcohol Consumption

2 out of every 3 adults drink

10% consume 50% of all alcohol



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Marijuana - Cannabis

Brown to green tobacco looking

Hashish – compressed to brownish cakes



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Marijuana

Marijuana is most often smoked, but may be ingested as a baking ingredient such as in brownies or other edibles



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Marijuana - Cannabis

Strong odor

"Burnt Rope"

"Skunky"



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Marijuana - Cannabis

Observable Signs

Odor
Relaxed inhibitions
Body tremors
Disorientation
Impaired perception
Distorted sense of time



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Marijuana - Cannabis

Symptoms

Euphoria
Drowsiness
Increased appetite
Relaxation
Impaired memory
Paranoia
Dry mouth



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Marijuana - Cannabis

Reduces ability to perform tasks requiring concentration and coordination – such as driving

Tendency to drive slow

May produce paranoia and psychosis

Delayed decision making

Diminished concentration



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Marijuana - Cannabis

Since smokers inhale deeply and hold smoke as long as possible, it may damage the heart and respiratory system



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Marijuana - Cannabis

Pot

Grass

Weed

Reefer

Mary Jane

Roach

Whack – Marijuana dipped in PCP



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Marijuana

Paraphernalia

cigarette papers, roach clips, pipes made from bones, brass, or glass and bongs



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Cocaine

CNS Stimulant



Single dose duration last 1-2 hours often used on work breaks



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Observable Signs

Restlessness
Paranoia/Anxiety
Runny nose
Dazed appearance
Hallucination
Weight loss
Sweating and warm to touch
Slurred Speech
Dilated pupils
Bad breath



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Symptoms

Euphoria
Loss of appetite
Disoriented
Nausea
Loss of memory
Poor perception of time and distance



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Effects of Cocaine

excessive activity – can't sit long

not interested in sleep or eating

nervousness

talkative but lacks continuity



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Effects of Cocaine

elevated blood pressure

elevated heart rate

increased respiratory rate

higher body temperature



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Long term effects of Cocaine

psychological and physical dependency

tolerance develops rapidly requiring increased doses for the same effect



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Long term effects of Cocaine

feelings that can't function without the drug

research shows that 94.8% of cocaine users started using marijuana



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Cocaine

coke

nose candy

snow

flake

snowbirds

white

blow

lady

big – c

paradise

happy dust



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Crack Cocaine



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Crack Cocaine – Freebase Rock

extremely addictive

feel effect in 10 seconds – crash in 20-30 minutes

dilated pupils

loss of appetite

elevated blood pressure



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Crack Cocaine – Freebase Rock

Insomnia

Elevated Respiratory Rate

Tactile Hallucinations

Paranoia and Seizures

Can cause death by disrupting the brain control of the heart & respiration



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Cocaine

Paraphernalia

razor blade

small mirror

straw / tube

butane torch



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Cocaine

Paraphernalia

tube

needles

pipe

screw cap vile



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Cocaine



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Amphetamines - CNS Stimulant

Includes methamphetamines and MDMA

Commonly Prescribed Medications

Desoxyn

Ritalin

Adderall

Dexadrine

Fastin

Fetamine



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Amphetamines / Stimulants

Often used to control obesity, ADHD, and mild depression



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Amphetamines / Stimulants

Observable Signs

- Restlessness
- Panic
- Talkativeness
- Anxiety
- Rapid Jerky Movements
- Clenched teeth



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Amphetamines / Stimulants

- Runny Nose
- Dazed appearance/hallucination
- Weight Loss
- Slurred Speech
- Goose bumps
- False sense of power/confidence



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Amphetamines / Stimulants

Reported Symptoms

- Euphoria
- Loss of appetite
- Disoriented
- Nausea
- Loss of memory
- Poor perception of time and distance



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Amphetamines / Stimulants

Speed

Uppers

Pep Pills

Black Beauties

Co-Pilots



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Amphetamines / Stimulants

Hearts

Bumblebees

Footballs

Goofballs (combination of amphetamines and Barbiturates)



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Amphetamines / Stimulants



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Methamphetamines

powerful central nervous system stimulant

bitter tasting

easily dissolves in water or alcohol



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Methamphetamines

easily made in clandestine laboratories, with relatively inexpensive OTC ingredients

odorless

white



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Methamphetamines

smoking or injecting – intense high- last only a few minutes

oral ingestion or snorting – long lasting high – as long as half day



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Methamphetamines

long term use

addiction

violent behavior



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Opioids – Narcotic Analgesic

- Heroin – 6 acetylmorphine
- Morphine
- Codeine
- Oxycodone
- Oxycontin
- Hydromorphone
- Hydrocodone



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Opiates - Opioids

may be smoked, ingested, or injected depending on drug

duration of single dose 3-6 hours



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Semi-synthetic Opioids

medically used as a long term pain reliever

- Oxycotin
- Percodan
- Percocet
- Vicodin
- Lortab
- Dilaudid



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Oxycodone - OxyContin

Maine has had many of these deaths

50 – 90% of newly admitted drug treatment patients identified Oxycodone as their primary drug of abuse



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OxyContin




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Heroin

powder (white to dark brown)

tar-like substance



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Opiates

Common names for Heroin

Big H	Black Tar
Boy	Blanks
Ca-Ca	Brother
Smack	Horse

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Opiates

Common names for Heroin

Brown – Brown Sugar

Mexican Mud

Joy Powder – Flea Powder



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Opiates

Morphine is a semi-synthetic of Heroin

three times more potent than morphine

much more addictive than morphine

dependency develops more rapidly

addiction is more psychological than physical



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Opiates

usually cut with – sugar, talcum powder, quinine, or strychnine



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Opiates

Common names for Morphine

Cobies	Cube
First Line	Goods
Junk	Sister



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Opiates

Common names for Morphine

Dope

Hard Stuff

M – Miss Emma – Mud

Stuff – White Stuff



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Opiates

medical uses for morphine

reduces severe pain

end of life drug

it is powerful and addictive



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Opiates

Codeine – school boy
found in hundreds of medical compounds
depresses central nervous system
relieves cough and minor pain



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Opiates

may also constrict bowels
relatively inexpensive
not as addictive as heroin or morphine



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Opiates

Observable Signs

- Constricted pupils
- Sweating
- Flushed skin
- Itching
- Slurred speech
- Shallow breathing
- "On the nod"



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Opiates

Reported Symptoms

- Feel no pain
- Sedation
- Euphoria
- Constipation



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Opiates

Behavioral symptoms

- Apathy
- Stupor
- Mood swings
- Impaired coordination
- Depression



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PCP – Dissociative Anesthetic

Clear liquid, capsules, white, crystalline powder, pills



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PCP

single dose duration may last days



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PCP

Common names

Angel Dust

Cadillac

Crystal

Doa

Hog



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PCP

Common names

Whack (when combined with marijuana)

Super Grass – Super Weed

Surfer

Horse / Elephant Tranquilizer



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PCP

- one of the most unpredictable of all the street drugs
- effects range from exhilarating high to unpleasant, disconcerting bouts of delirium
- sense of getting smaller and smaller
- visual and auditory hallucinations



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PCP

Reported Symptoms

- Drooling
- Drowsiness
- Blurred vision
- Muscle rigidity
- Anxiety
- Panic/fear
- Mood swings



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PCP

Observable Signs

- Dilated or floating pupils
- Profuse sweating
- Decreased sensitivity to pain
- Impaired coordination / balance



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PCP

Behavioral Symptoms

- Aggressive/violence
- Distorted perception
- Unable to judge space/time
- Auditory hallucinations



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Developing Reasonable Suspicion

- Remember – What is different about the person today than yesterday?
- What is “reasonable suspicion”?
- Observations must be made in person



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Approaching the Impaired Person

- Get facts together
- Know company policy
- Bring another supervisor
- Speak in private
- Speak quietly
- Be specific about observations
- Have resources ready
- Trust your instincts



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Approaching the Impaired Person

- Do not “send” an employee for reasonable suspicion test
- Send supervisor of same gender and preferably two employees
- Begin to document – must document before test results and within 24 hours



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[illegible]

Any Questions ?



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