MODULE 4: FOUR KEY DECISIONS ABOUT TESTING
#4: WHAT TO TEST FOR: CHOOSING YOUR DRUG TESTING PANEL

When it comes to workplace drug testing, it's not as simple as sending a sample to the lab and saying, "Show me the drugs!" *The test will only test what you tell it to test for*. Drug testing vendors have several different testing products (referred to as "panels") from which employers can choose -- which means you need to decide ahead of time what drugs you want to include in your panel.

This decision should be based on such factors as the requirements of any governing authorities (e.g., the Department of Transportation [DOT], a state's specific guidelines or incentive opportunity); national and local drug trends; your budget; and the personal preferences of your decision-making team. And once you've decided what to test for, be sure to ask your drug testing vendor to provide your testing specifications in writing -- to confirm what drugs you are testing for and at what cut-off levels, what methodology you are using, and how much you're paying.

Commonly tested drugs of abuse include (but are not limited to)

1. Amphetamines (e.g., Adderall®, Dexedrine®, Methamphetamine)
2. MDA Analogs (e.g., Ecstasy)
3. Marijuana Metabolites (e.g., Marijuana, Hash)
4. Cocaine Metabolites (including Crack)
5. Phencyclidine (PCP)
6. Opiates (e.g., heroin, opium, codeine and morphine)
7. Opioids (e.g., OxyContin®, Percocet®, Vicodin®, Lortab®, Dilaudid®)
8. Barbiturates (e.g., Seconal, Phenobarbital)
9. Benzodiazepines (e.g., Valium®, Librium®)
10. Methadone
11. Propoxyphene (e.g., Darvon®, Darvocet®)
12. Fentanyl

Required list of drugs for testing mandated by the **Department of Transportation (DOT)** (i.e. must test for all and no additional)

Wondering where alcohol is on the list? Because best-practice alcohol testing utilizes specimens of breath or blood versus urine, it is not typically included on a "standard" urine test and, therefore, needs to be ordered separately.

The Americans with Disabilities Act (ADA) also plays a role in when and if an alcohol test is ordered. While employers can prohibit employees from being under the influence at work, the ADA identifies alcoholism as a disease, offering certain protections to employees in recovery. Also, per ADA, an alcohol test is deemed a medical examination and therefore must be applied sparingly in the workplace and with defensible business necessity.

Remember, testing comes with staunch privacy concerns. This is why an employer must be careful to announce which substances the testing process will target, at what cut-off level a test will be ruled positive, under what circumstances the employee will be tested and what the employee's recourse is if she/he feels their test results are inaccurate. The wise employer should keep verification that every employee understands these issues.

Together Arkansas, including the course and these resource materials, has been developed to raise awareness with businesses about how to respond to the risks associated with the misuse of opioids and other drugs. The content is meant for educational purposes only and not for the purpose of providing legal advice or replacing the work needed to develop a responsible drug-free workplace policy and program. As such, it should not be used as a substitute for consultation with a legal professional or other competent advisor. If you have questions about this course or the information presented here, please reach out Contact@TogetherArkansas.com. To view the other modules in this course, visit www.TogetherArkansas.com.

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