

# **How to Get & Keep a Drug-Free Workplace Job**

**Sponsored by:**

**Arkansas Department of Workforce Education**

**UALR Arkansas Small Business Development Center**

**U.S. Small Business Administration**

# ***Module 1: Know the Rules***

# ***Drug Free Workplace Programs***



- **Written policy**
- **Supervisor training**
- **Employee education**
- **Employee Assistance**
- **Drug / Alcohol Testing**

# ***Federal Drug Free Workplace Act***



## **Employers with:**

- Grants
- Contracts
- Regulated

## **Must Have:**

- Written Policy
- Awareness program
- Disclose convictions

**Testing NOT Required**

# ***Arkansas Laws & Regulations***



## **Act 1552 of 1999**

- Established voluntary DFWP programs
- 5% insurance credit

## **AWCC Rule 36**

## **Arkansas Code of 1987**

- Chapter 64

# ***Substance Abuse Education***



- **Point of contact**
- **Time period enforced**
- **Conduct Prohibited**
- **Testing Procedures**
- **Refusal to Test**
- **Consequences**
- **Effects of Substances**



# *Reasonable Cause*



- **Moods**
- **Actions**
- **Absenteeism**
- **Accidents**
- **Work Patterns**
- **Relationships**

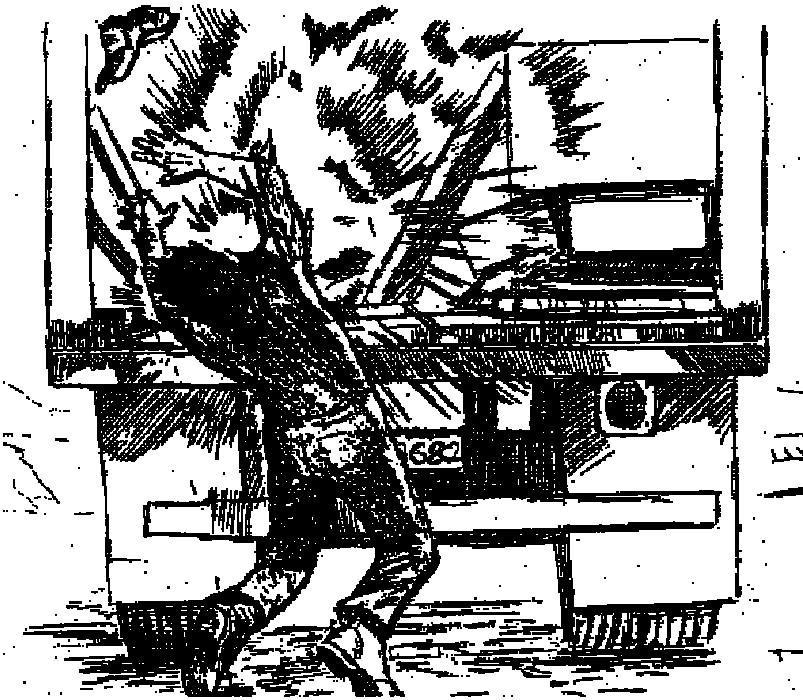
# ***Military Service***



- **Illegal Drugs**
- **Prescription Drugs**
- **Alcohol**
- **Failure to Disclose**
- **Drug Testing**

# ***Module 2: Get the Jobz***

# ***When Am I Tested?***



- **Job Applicant**
- **Reasonable Suspicion**
- **Fitness-for-Duty**
- **Follow-Up**
- **Post-Accident**

# ***The Test***



## **What To Expect**

- **Remove outer garments**
- **Water off & toilet blued**
- **Issued wrapped bottle**
- **Sample collected**
- **Sealed , labeled & initialed**
- **Chain of custody form completed**

# ***Beating the Drug Test***

**The market for masking agents has exploded, but “most of them wouldn’t pass an eighth grade science test.”**

**-Beth Lindamood,  
Great American Insurance Co.**

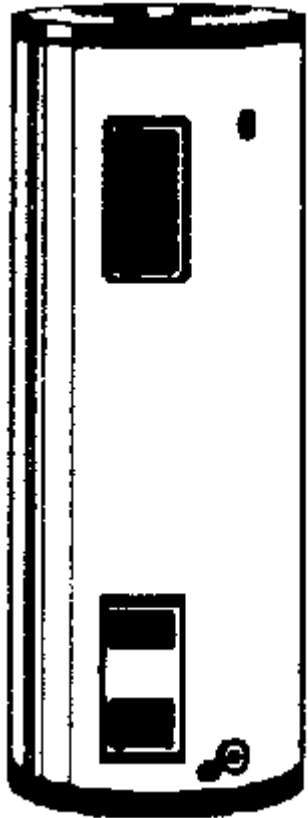
# ***Beating the Drug Test***



## **Drug Masking**

- **Goldenseal**
- **Draino**
- **Ammonia**
- **Visine**
- **Salt**
- **Vinegar**
- **Lemon Juice**

# ***Beating the Drug Test***



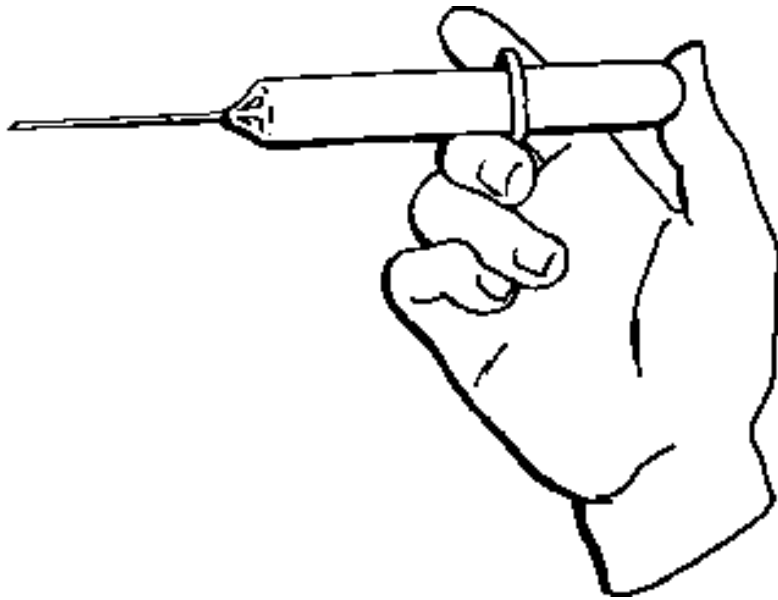
## **Drug Cleansing**

Require drinking large amounts of water

- **Too much water is poisonous**
- **Too much water dilutes test sample**

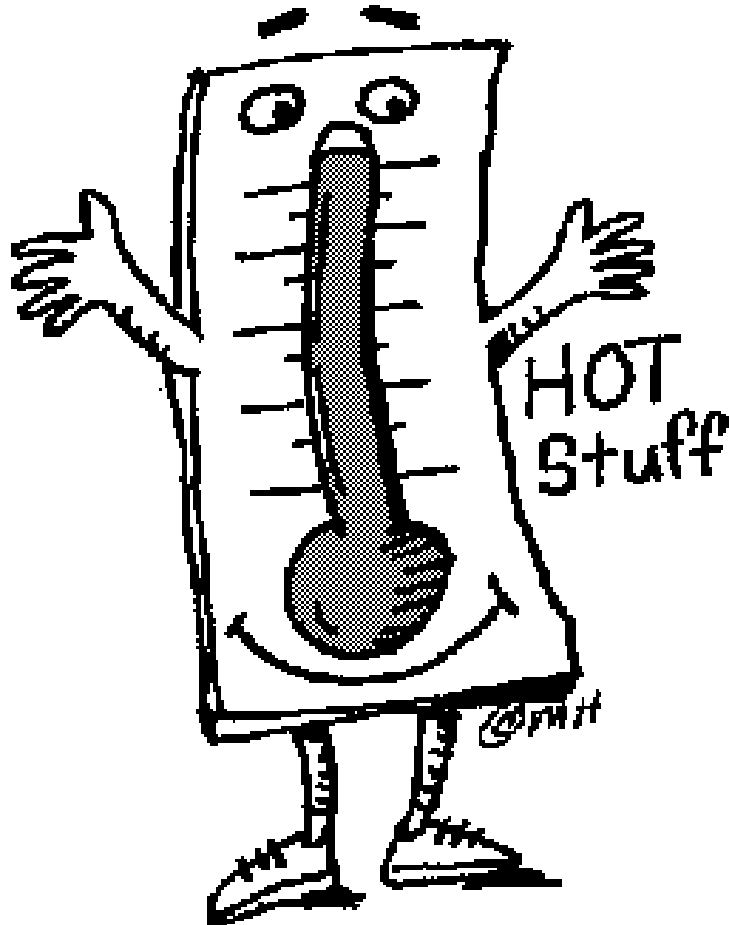
# ***Beating the Drug Test***

## **Urine Substitution**



- **Concealed container most common**
- **Catheters rarely used**
- **Injection is urban legend from movies**

# ***Beating the Cheaters***



- Quantity
- Color
- Temperature
- Acidity (pH)
- Creatinine
- Specific Gravity

**Adulteration takes  
precedent over  
positive drug finding**

# ***Your Civil Rights***



- **4th Amendment to U.S. Constitution**
- **Supreme Court Decisions**
- **Employment Case Law**

# ***Employee Protections***



- **Confidentially report use**
- **Contest results within 5 days**
- **Opportunity to consult**
- **Not discharged upon voluntary treatment**

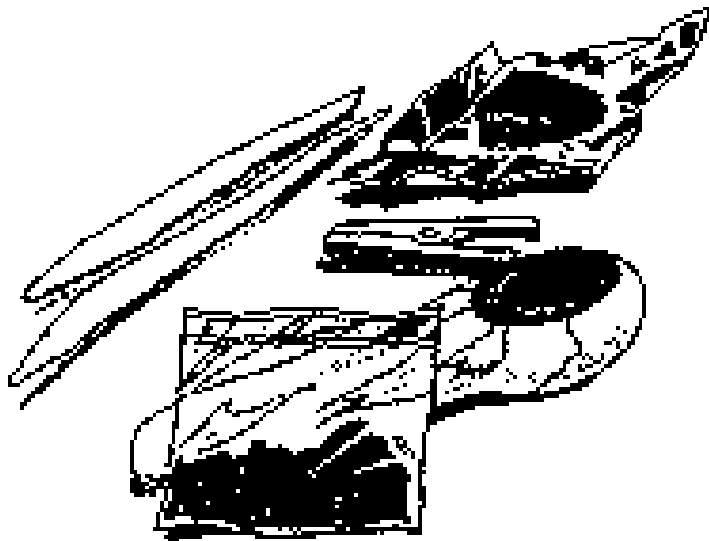
# ***Employer Protections***



- **Confirmed tests NOT disability**
- **Discharges are “for cause”**
- **May establish reasonable rules**
- **Not prohibited from other tests**

# ***Module 3: Avoid the Drugz***

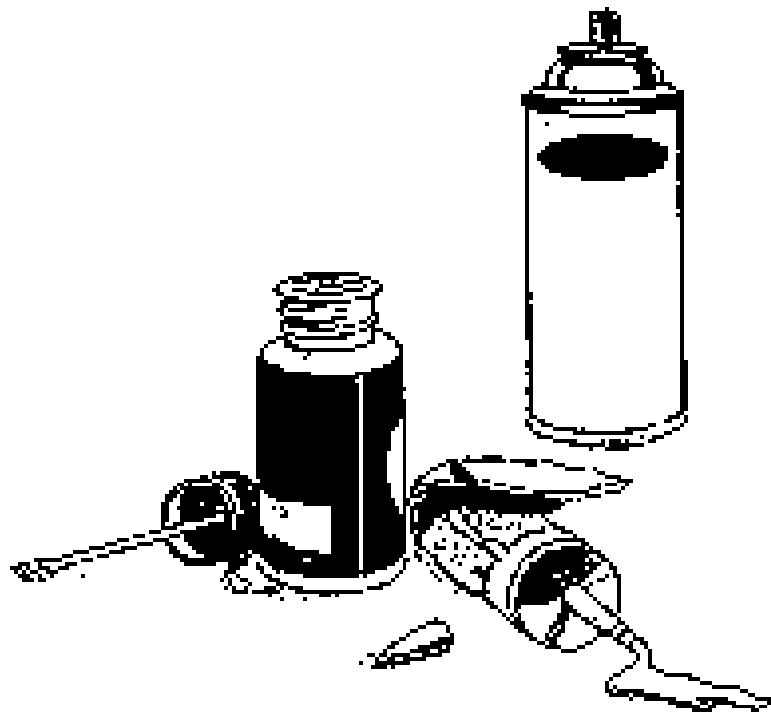
# ***The Truth About Marijuana***



- Damages nerve cells in brain's memory area
- Affects coordination
- Four times more tar than tobacco
- Weakens immune system
- May contain toxic substances

**THINK ABOUT IT!**

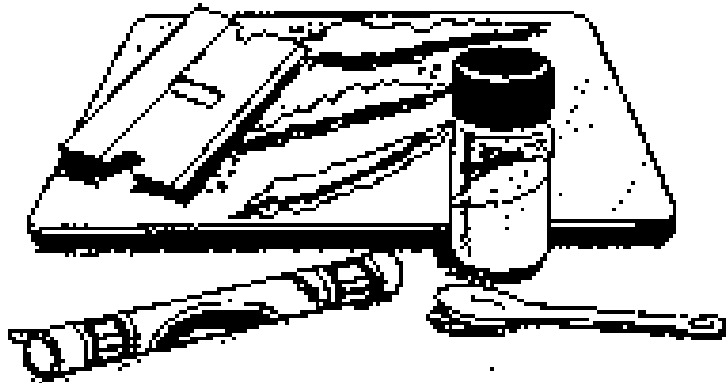
# ***The Truth About Inhalants***



- Irreversible brain damage
- Irregular heart beat
- Permanent loss of sense of smell
- Damage to liver and kidneys
- Instant death from suffocation or heart attack.

**THINK ABOUT IT!**

# ***The Truth About Cocaine***



- **Intense depression and addiction**
- **Affects coordination**
- **Emotions of paranoia, anger, & anxiety**
- **Highly addictive**
- **Causes heart attacks & seizures**

**THINK ABOUT IT!**

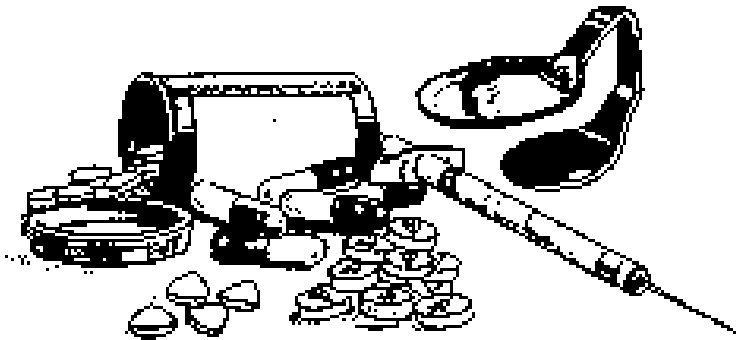
# ***The Truth About Meth***



- Irreversible damage to blood vessels in brain
- Use affects vision & coordination
- More addictive than crack cocaine
- Homemade with unknown dose
- Overdose results in heart failure

**THINK ABOUT IT!**

# ***The Truth About Ecstasy***



- **Damages neurons in brain's memory and sensory areas**
- **Increases heart rate and blood pressure**
- **Used in "Date Rape"**
- **Homemade with unknown dose**
- **Coma & death from internal organ failure**

**THINK ABOUT IT!**

# ***The Truth About Date Rape Drugs***



- Damages neurons in brain's memory and sensory areas
- Cause drowsiness, unconsciousness, and breathing problems
- Overdose causes severe breathing problems, coma & death

**THINK ABOUT IT!**

# ***Have Fun Safely***



- **Don't accept candy from strangers**
- **Watch drink being opened or made**
- **Guard your drink**
- **Don't drive under the influence of drugs or alcohol**

# ***Arkansas DFWP resources***



**Arkansas Bureau of  
Alcohol and Drug  
Abuse Prevention**

**Arkansas Workers  
Compensation  
Commission**

# ***National DFWP Resources***



**American Council for Drug  
Education**

**National Clearinghouse for  
Alcohol and Drug  
Information**

**Partnership for a Drug-  
Free America**