

Basic Questions About Drug Screening

What is the cost of a drug test? How do they work? How common are they?

The average COST of a DRUG TEST

Depends on the: Test type, number of panels, purpose of testing, the number of tests needed and who is mandating the test

**URINE TESTS
\$30-\$60**

**BLOOD & HAIR:
\$200+**



DRUG TESTING

Is a standard business practice for the majority of American companies

NEARLY 8 in 10
companies
drug screen
at least some of their
employees.....

As of June 2015:

There are 3000+ American drug courts:

They offer treatment and support as an alternative to incarceration to nearly 120,000 people

Why Drug Tests Are Worth the Cost

In many cases, the idea behind drug testing is not necessarily to punish individual employees who are using or abusing drugs. Instead, the purpose of drug tests for some employers is simply to avoid harm to both employees and the entire organization.

How Drug Testing Works

Every drug test is designed to detect the presence of one or several substances in the body. Effective tests find 'residue' of the substance at the molecular level, so it is very difficult to fake a drug test.

WHAT SUBSTANCES ARE DETECTED BY A DRUG TEST?

It depends on the number of panels or group of substances being tested

A "standard" 5-panel drug test detects

- THC (marijuana, hash, and other cannabinoids)
- "Basic" Opiates (morphine, heroin, codeine)
- Amphetamines (ecstasy, methamphetamines, etc.)
- Cocaine (including crack)
- Phencyclidine (PCP)



8-panel drug tests also looks for:

- Benzodiazepines (tranquilizing medications such as Xanax, Librium, Valium, etc.)
- Methaqualone/Quaaludes
- Barbiturates ("downers" such as secobarbital, phenobarbital, butalbital, etc.)

10-panel tests detect all of the above, plus:

Methadone
"Complex" opiates such as Propoxyphene (the opioid Darvocet and other Darvon compounds), Oxycodone, and Hydromorphone

Some companies offer a 12-panel drug test, which adds:

**Meperidine
Oxycodone**

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In addition, an 8-panel drug test also looks for:

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The 10-panel drug test detects all of the above, plus:

- Methadone
- “Complex” opiates such as Propoxyphene (the opioid Darvocet and other Darvon compounds), Oxymorphone, and Hydromorphone

The 12-panel drug test adds two additional substances:

- Meperidine
- Oxycodone

MAXIMUM DETECTION TIMES

for urine, saliva, or sweat drug test kits are:



OF COMPANIES THAT DO DRUG TESTING

90%
PRE-EMPLOYMENT
TESTING
(as part of the application process)

88%
RANDOM
to ensure continued compliance

88%
test new hires
BEFORE their first **day**
OF WORK

32%
test temporary
OR CONSIGNMENT
WORKERS

Workplace Drug Testing

Because businesses have the legal right —and the explicit responsibility —to demand and provide a safe workplace for every employee, customer, visitors, and vendor, most companies have drug testing policies in place. Employers may screen new hires, employees with a safety responsibility or randomly screen any number of employees. Here are a few ways drug tests at work take shape:

- Pre-employment (as part of the application process)—**90%** of companies that drug test
- Random (to ensure continued compliance)— **88%** test new hires before their first day of work, **71%** require drug screens of current workers, and **32%** do so with temporary or consignment workers
- Reasonable cause (suspicion of on-the job impairment, excessive absenteeism, etc.) – **61%**
- Post-accident (property damage or injury) – **59%**
- Return-to-work (after accidents or drug/alcohol rehab)
- Follow-up (for a specified period of time)

In addition, **1 out of 25** companies require a drug panel when an employee is transferred or promoted.

Random Drug Screening Programs

For companies looking to implement drug screening across their organization, the practice does not have to be overly expensive. Of course, how much drug tests cost companies depends entirely on the size of the organization. For a SMB of 30 employees, for example, a fully implemented drug screening program would cost around \$2,000 each year:

- \$50/test x 30 employees = \$1,500
- \$50/test x 6 for random testing of 20% of employees = \$300
- \$50/test x 3 for new hires = \$150
- Total = \$1,950

Of course, this cost is outweighed by the potential of bigger organizational costs: worker turnover, absenteeism, a loss of productivity and workers' compensation claims. Drug screening is a worthy investment – and often the right thing to do.

URINE TEST

Economy, Simplicity and Accuracy

METHOD
most often used
by EMPLOYERS
COURTS
& law enforcement
AGENCIES

95% of companies that test for drugs utilize urine test kits

Urine Test – Economy, Simplicity and Accuracy

This is the drug testing method most often used by employers, the Court, and law enforcement agencies. Specifically, **95%** of companies that test for drugs utilize urine tests.

Urinalysis drug testing does not detect the actual parent drug. Instead, it looks for *metabolites* – the byproducts that remain after the body has processed the drug.

Benefits to urine drug testing include:

- Trust
- Low cost
- Simple
- Rapid results

- Established protocols
- Greatest selection of drug panels
- Stands up in Court

Alcohol Testing

One common misconception about an alcohol breathalyzer is that it *directly* measures the concentration of alcohol in the blood. *It does NOT*. Rather, **the breathalyzer provides an estimate of blood alcohol levels**. The BAC limits for most states are:

- **.08** for regular drivers
- **.04%** for commercial drivers (tractor-trailers)
- **.01%** for drivers of common carriers (passenger buses, planes, taxis, etc.)
- **ZERO TOLERANCE** for anyone not of legal drinking age