



# NEWSLETTER

December 2025

## A Year-End Note from Jackie

### Happy Holidays

December is more than holidays and year-end parties. It is when regulators, auditors, and attorneys quietly measure how well you did your job all year long. To every business, agency, and organization that entrusted Abay Services this year with your drug testing, fingerprinting, workplace policy, and compliance needs: **thank you**. Your confidence in us is not taken lightly. You chose a small, local, detail-driven company, and we are committed to earning that trust every single time you send someone to our door.

Abay Services is here to help you finish 2025 strong and enter 2026 with your drug testing, fingerprinting, and workplace policies in order.

### Quick Year-End Compliance Check

If you answer “no” or “not sure” to any of these, it is time to tighten up:

#### Drug & Alcohol Testing

- Written, signed, updated drug-free workplace policy for DOT and non-DOT staff.
- Supervisors trained on reasonable suspicion and post-accident steps.
- DOT random selections completed and documented for 2025
- Refusals, positives, shy bladder, and no-shows documented properly.

#### Records & Documentation

- Chain-of-custody forms and test results are easy to retrieve.
- Policy acknowledgments and training records on file.
- Clear DER/HR contact who can pull records quickly.

#### Vendors & Collection Sites

- You know exactly who collects your specimens and where.
- Clear process for after-hours and post-accident testing.

Waiting until an audit, accident, or lawsuit to identify your gaps is the most expensive way to do so.

## Holiday Policies and Recommendations

December brings parties, travel, fatigue, and higher risk. This is when clear policies and fast testing really matter.

#### Recommended Holiday Practices

- Remind employees that your drug and alcohol policy is in effect on all work-related activities — including company parties and events.
- Make sure supervisors know:
  - Who to call for reasonable suspicion testing.
  - Where to send employees for after-hours or weekend collections.
- Confirm your post-accident testing procedure:
  - Timeframes (for example, within 2–8 hours).
  - Who authorizes the test.
  - Transportation if the employee cannot safely drive.

## Service Highlights for 2026

DOT & non-DOT drug and alcohol testing (pre-employment, random, post-accident, reasonable suspicion, return-to-duty). Mobile on-site collections to cut downtime and no-shows. FBI/ATF/FINRA and other employment fingerprinting for healthcare, schools, transportation, government contractors, and regulated roles. Drug-free workplace policy drafting/updates, supervisor/DER training, and periodic compliance checkups so you're always audit-ready.

## Contact Info

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