

# DRUG TESTING BASICS

## TEST TYPES

The first type of test is a **presumptive screening** test. These are typically immunoassay screening tests. The second type of test is a **laboratory confirmation** test.

Presumptive tests can be administered using **point of collection tests (POCT)** devices by trained collectors at local collection sites. These are the most inexpensive tests. POCT tests are individually packaged, inexpensive, and provide immediate on-site **presumptive** negative or non-negative results. Negative tests require no further testing. However, non-negative specimens must be sent to a laboratory to **confirm** the presence of drugs in a specimen.

POCT come in different panels. A panel refers to the number of drug categories an individual test can detect. POCT come in variations from one to sixteen or more panels in one testing device. Adulterant panels are also available and recommended to circumvent donor attempts to cheat on tests. POCT adulterant panels include Ph, creatinine, and specific gravity of the urine. All modern POCT devices also have temperature strips that indicate the urine sample is within normal temperature ranges to deter substitution. A typical 5 panel test can detect cocaine, marijuana, amphetamine, opiates (morphine and codeine), and PCP. A typical 12 panel test can also detect buprenorphine, methadone, benzodiazepines, barbiturates, expanded opiates (oxycodone, hydrocodone, oxymorphone),\_\_\_\_.

Presumptive testing can also be provided at laboratories. This is usually done using automated testing devices capable of testing multiple specimens during one testing cycle. If a non-negative result is observed a second confirmatory test is conducted using a different analytical method. This entire process usually takes about 72 hours following a specimen collection at the collection site.

**Confirmatory testing** requires a different type of analytical device capable of greater accuracy, sensitivity, specificity, and reliability. Examples of these instruments are high performance liquid chromatography HPLC, gas chromatography/mass spectrometry GC/MS, and liquid chromatography/mass spectrometry LC/MS. These are expensive instruments, and samples often require preparation for testing. Laboratory personnel require greater training and knowledge. Laboratory testing requires chain of custody maintenance, packaging and shipping, highly trained techs, greater expense, and about 72 hours to turnaround results. At a laboratory the specimens are often tested by automated testing devices. Confirmation tests are capable of detecting specific drug compounds rather than just drug categories.

## WHAT TYPE OF TEST DOES MY ORGANIZATION NEED?

### WORKPLACE DRUG TESTING

Individuals should choose the type of test that best suits their organization's needs. Best workplace drug testing practice is to conduct workplace *pre-employment testing, reasonable suspicion testing, post-accident testing.*

Some organizations only provide presumptive POCT for pre-employment tests. It is important to consider that using this practice will occasionally cause a prospective employee to test non-negative.

**Without confirmation testing candidates may be dropped from consideration who may test negative during confirmation testing due to false positives that can occur.**

The same is true for non-negative post-accident, reasonable suspicion, and random tests. Best practice is to provide confirmation testing before considering any POCT result to be positive and taking any corrective employment action.

Unless an organization is regulated by a government or other agency's drug testing requirements, they can choose the number of panels, and type of testing that best suits their needs. They should seek professional guidance from their drug testing vendor in making these important decisions.

### DOT OR OTHER REGULATED TESTING:

DOT regulated drug testing is very specific. The regulations can be found in the *US Code of Federal Regulations* <https://www.transportation.gov/odapc/> .

DOT regulated samples must be collected by collectors that **are certified to collect** DOT specimens.

DOT requirements mandate the use of a specific DOT **chain of custody** COC form.

DOT samples must be a **minimum of 45 ml of urine, in a split specimen collection kit** (30 ml and 15 ml minimums).

All DOT samples must be screened by a laboratory certified to conduct both the screening and confirmation tests. **No POCT is allowed for DOT regulated drug testing.** All DOT samples must be tested only for **cocaine, amphetamine, marijuana, PCP, and opiates.** (A separate sample must be obtained to test for any other substances, and the DOT collected sample may not be split for this purpose.)

**All DOT non-negative samples must be confirmed** before any results are released. All confirmed results must be reviewed by a **certified medical review officer** MRO before results are released.

DOT results can only be released to the organizations **designated employee representative** DER.

DOT regulated organizations must conduct **pre-employment** testing for both drugs and alcohol, and conduct **annual random** drug tests of 25% of their employees and alcohol tests of 10% of their employees. Other **required testing** includes **post-accident, return to duty, follow-up, and reasonable suspicion.**

All DOT regulated organizations **must provide** a minimum of 1 hour drug training and 1 hour alcohol training for **reasonable suspicion workplace training to all supervisors**.

# BREATH TESTING BASICS

## ALCOHOL TESTING FOR SAFETY SENSITIVE POSITIONS

Alcohol screening using CLIA waived POCT are used. They provide **negative** results **or presumptive non-negative tests results of 0.02 or greater**. All presumptive 0.02 or greater tests must be confirmed using an **evidentiary breath testing** EBT device if the testing is being conducted pursuant to US DOT regulations.

# SCHEDULING AND ACCOUNT MANAGEMENT

## SCHEDULING A TEST

### APPOINTMENTS AT SANDHILLS MONITORING'S LILLINGTON OFFICE

- Determine the type of test that you are scheduling
- Complete an employee referral form for each employee or prospective employee to be tested
- Schedule appointments at [www.sandhillsmonitoring.com/drugtesting](http://www.sandhillsmonitoring.com/drugtesting) . Schedule and change test appointments easily yourself with this easy app.
- Email [holly@sandhillsmonitoring.com](mailto:holly@sandhillsmonitoring.com)
- Telephone 910-984-1009 and speak to Holly Jasinski or Doug Scott
- Give the completed employee referral form to the employee and instruct them where and when to appear for testing
  - Tell them a specific time to arrive
  - Advise them that they must be on time, and no more than 15 minutes late
  - Advise them not to bring any unnecessary items with them (i.e. books, notepads, laptops, food, bags)
  - Advise them that they will be asked to empty their pockets, and secure contents and/or pocket books in a security cabinet.
- Advise them that they will be required to wash their hands prior to the collection of urine, and refusal to wash their hands will be considered a refused test.
- Tests will not be directly observed unless required by employers, or by US DOT regulations.

### ON-SITE TESTING AT YOUR FACILITY

- Telephone 910-984-1009 and speak with Holly Jasinski or Doug Scott
- Email [holly@sandhillsmonitoring.com](mailto:holly@sandhillsmonitoring.com)

## TEST RESULT REPORTING

- Results will only be reported to the organization's DER
  - Test results will be emailed or faxed per DER instructions
- POCT results will be reported within 24 hours or the next business day
- Confirmation test results will be reported usually within 72 hours post-collection

## ACCOUNT MANAGEMENT

An organization must complete a DER form, and an account information form. Sandhills Monitoring invoices monthly and terms are net 30. Payments can be made online, or by mailing a check to Sandhills Monitoring, PO Box 219, Lillington, NC 27546