Supervisors…

What YOU Should Know About Drug and Alcohol Abuse!

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Supervisor Packet

• Quick Tickler
• Signs and Characteristics of the Major Drugs
• Observation Form
• Policy and Procedure

Reasonable Suspicion Seminar Pre-Test
1. What is the violation level for alcohol for your company?

2. What are two signs that someone is abusing alcohol?

3. What are two signs that someone is abusing drugs?
4. True OR False
   You should not try and diagnose your employee?

5. How long should it be before you take a person in for alcohol testing for Reasonable Suspicion after you suspect abuse?

6. True OR False
   It is the employees responsibility to take themselves to the testing center?
Question

7. True OR False
   Even though it can take up to 72 hours to get a drug test result back the employee should not be able to return to work?

Question

8. True OR False
   You must always have two supervisors observe the signs and symptoms of drug/alcohol abuse or you cannot test the employee?

Question

9. True OR False
   You can test the employee for any drugs you wish if you have reason to believe they are abusing that drug?
10. Why do you have a Corporate Policy & Procedure for your Drug & Alcohol testing?

Resources

www.dot.gov/ODAPC
Most Viewed Information…

- 49 CFR Part 40 (Drug and Alcohol Regulations)
- Resources for Employers
  - What Employers Need to Know About DOT Drug & Alcohol Testing - Guidance & Best Practices
- Documents and Forms
- 49 CFR Part 40 (Questions and Answers)
- Resources for Employees
  - What Employers Need To Know About DOT Drug & Alcohol Testing

When Should I do a Federal Motor Carrier Safety Administration (FMCSA) Post Accident Drug and Alcohol Test

**TYPE of Vehicle:**
- What type of vehicle was being driven??
  - 26,001 lbs or more Gross Value Weight Registered (GVWR) OR
  - 16 people including the driver OR
  - Placard Hazardous Material Sign

If the VEHICLE does NOT Meet the above-mentioned then a NON-DOT CCF/ATF should be used.

FMCSA Post Accident …Continued

**TIME of Accident:**
- What time did the accident occur??
  - A Drug test can be completed up to 32 hours after the accident on a DOT CCF.
  - An Alcohol Test can be completed up to 8 hours after the accident on an ATF CCF.

After the above-mentioned time you should use NON-DOT CCF/ATF.
FMCSA Post Accident …Continued

- **TYPE of Accident:**
  - What type of accident occurred??
    - Fatality? OR
    - Citation to the driver and a vehicle is towed from the scene of the accident? OR
    - Citation to the driver and a body removed from the scene – Ambulance/Helicopter?

None of the above then you should use NON-DOT CCF/ATF.

Hear Say

- Now what do I Do?
  - How do I handle this?
  - Should I just Ignore this?
  - Should I Just Test Everyone?

Observation
What Steps are Taken?

- Look around… do not wear blinders.
- Observation – Two Supervisors
  - Signs
  - Symptoms,
  - Characteristics

Documentation

Sample Form for Recording Observed Behavior

<table>
<thead>
<tr>
<th>Description</th>
<th>Normal</th>
<th>Swaying</th>
<th>Staggering</th>
<th>Confused</th>
<th>Slurred</th>
<th>Whispering</th>
<th>Silent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance</td>
<td>Normal</td>
<td>Swaying</td>
<td>Staggering</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Walking</td>
<td>Normal</td>
<td>Swaying</td>
<td>Staggering</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Odor of alcohol on breath?</td>
<td>Yes</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Speech</td>
<td>Normal</td>
<td>Incoherent</td>
<td>Confused</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eyes</td>
<td>Normal</td>
<td>Bloodshot</td>
<td>Closed</td>
<td>Dilated</td>
<td>Droopy</td>
<td>Glassy</td>
<td>Wavy</td>
</tr>
<tr>
<td>Awareness</td>
<td>Normal</td>
<td>Confused</td>
<td>Paranoid</td>
<td>Sleepy</td>
<td>Lack of Coordination</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
What Is the Next Step?

- Documentation
  - What transpired
  - Date and Time
  - Make sure to document on your own

Confrontation

Now What Should I Do?

- Confrontation
  **How Do I Confront the Person?**
  - Confront with a firm attitude
  - Remember … be SAFE!
  - Have Your Policy
  - Have the Safety Administration Handbook, if applicable.
  - Refusal – What do I do NOW?
  - Admits Usage - Do I still test?
Collection

Safety vs. Liability

How DO I Get The Employee to The Collection Site?

How Do I Get The Employee Home?

Test Results Following Reasonable Suspicion Testing

- CANCELED TEST – collector/lab error
- Invalid or Test Not Performed – Adulteration/Substitution
Search Results…
“How to beat a drug test?”

December 2002
Google - 242,00

April 2004
Google - 429,000

September 2009
Google - 1.5 million

March 2013
Google – 14,800,000

Things to Buy or Not to Buy…
Do They REALLY Work?

● “Freeze Dried Urine”
● “Urine Aid”
● “Mary Jane’s Super Clean 13”
● “Klear”
● “Stealth”
● “Whizzies”
● “Urine Luck”
● “LL 418”
● “Formula 2000”

These Could Constitute a Refusal to Test!

<table>
<thead>
<tr>
<th>Drink Lots of Water</th>
<th>Drink Cranberry or Fruit Juices</th>
<th>Take Goldsall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drink Pickle Juice</td>
<td>Force Frequent Urination</td>
<td>Drink Vinegar</td>
</tr>
<tr>
<td>Excessive Exercise</td>
<td>Shave Your Scalp</td>
<td>Take Diuretics</td>
</tr>
<tr>
<td>Take Aspirin</td>
<td>Place Ammonia in Sample</td>
<td>Place Bleach in Sample</td>
</tr>
<tr>
<td>Place Drano in Sample</td>
<td>Place Juice in Sample</td>
<td>Place Visine in Sample</td>
</tr>
<tr>
<td>Over Consumption of Protein, Fat and/or Carbohydrates</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Do You Know it is Illegal to Furnish Drug-Free Urine?

- PA, TX, SC, NJ, NE, NC, … and more to come

- Pennsylvania House Bill 360
  - 7509. (a) Unlawful sale or attempt. – A person commits a misdemeanor of the third degree if he offers for sale, sells, causes to be sold or gives drug-free urine for the purpose of or which for evading or causing deceitful results in a test for the presence of drugs.
  - (b) Use or Attempt. – A person commits a misdemeanor of the third degree if he uses or attempts to use drug-free urine as provided in subsection (a) for the purpose of evading or causing deceitful results in a test for the presence of drugs.
  - Consequences – Up to 1 year in jail and/or up to $2,500.00 in fines.

Results

- POSITIVE RESULTS – Termination or Substance Abuse Professional, Return-to-Duty Testing, Follow-up Testing

- Until a driver is evaluated by a SAP and undergoes a drug and/or alcohol test with a negative result, he/she is prohibited from driving any commercial vehicle.

Required Record Keeping

- The following records must be maintained:
  - Documents generated in connection with the decision to administer the reasonable suspicion test
  - Employer copy of the Custody and Control Form (CCF)
  - The test results
  - Documents of a refusal if there is one
  - Substance Abuse Professional evaluation
  - Records of compliance with the SAP
  - Return-to-Duty and Follow-up test results
Multiple Substance Abuse

• The abuse of more than one drug, either at the same time or over a period of time, and it involves any combination of:
  – Alcohol
  – Prescription drugs
  – Over-the-counter drugs
  – Illegal drugs

• Multiple substance abuses are especially dangerous because different substances can interact with each other to produce unexpected effects and dangers.

Drugs Or Alcohol: What should I test for?

• It is very difficult for a supervisor to determine if a change in a person’s behavior is from alcohol or drug abuse. Behavioral indications for drug and alcohol are the same.

• If there is any doubt in the mind of the supervisor regarding the possible abuse, then a reasonable suspicion test should be performed for both alcohol and drugs.

• The alcohol test should be done first, then the drug test. The test(s) must be done immediately after notification.

A Rule of Thumb…

If it smells like alcohol, it is alcohol!
Physical and Behavioral Systems

- A supervisor is in the best position to detect a drug and/or alcohol problem because:
  - of daily contact
  - alert to changes in conduct, personality, and appearance
  - By reporting your observations you will not only be helping your employer, you will make the workplace a SAFE one

The Drug and Alcohol Abuser… DON’T ACT TOO HASTILY!

- Employee problems take many forms including:
  - Alcoholism
  - Drug Abuse
  - Family Trouble
  - Financial Trouble
  - Health Problems
  - Legal Problems
- Employee problems are personal and for this reason most troubled employees try to hide them. Employers also have the tendency to overlook the problems of their employees and assume that in time the problems will resolve themselves.

General Behavior Characteristics

- Consider more than one factor or symptoms in attempting to determine if the employee is abusing.
- General factors:
  - Physical and behavioral symptoms
  - Use of possession of drug paraphernalia
  - Duration in the change in behavior or symptoms
Symptoms Useful to Identifying Possible Drug Users

- Changes in work and attendance
- Quality of work and work output
- Flare-ups or outbreaks of temper
- Physical appearance and grooming
- Wearing of sunglasses
- Clothing
- Borrowing of money
- Association with known drug users or sellers
- Stealing
- Law enforcement problems
Second Hand Smoke
Is this an Acceptable/Legal Excuse or NOT??

Answer: NO

Medical/Recreational Marijuana For Non-DOT Drug Test Results
• Will you Prohibit this as a Legal Excuse for a Positive Marijuana Drug Test Result?
  - Check with your Corporate Attorney
  - Make sure you address this in your Policy and Procedure, if applicable.
  - Medical Marijuana - WORKNET Drug & Alcohol Services will report a “Negative” with an external note
    - Fit for Duty Physical
  - Recreational ??? - Washington or Colorado
  - DOT – Not accepted!
As of October 2013

States That Permit Legal Medical Marijuana
- Alaska - 1998
- Arizona - 2010
- California - 1996
- Colorado - 2000
- Connecticut - 2012
- Delaware - 2012
- District of Columbia - 2010
- Florida - 2010
- Hawaii - 2000
- Illinois - 2013
- Indiana - 2012
- Iowa - 2004
- Kentucky - 2014
- Louisiana - 2003
- Maine - 1999
- Maryland - 2014
- Massachusetts - 2012
- Michigan - 2008
- Minnesota - 2014
- Missouri - 2012
- Montana - 2004
- Nebraska - 2012
- Nevada - 2006
- New Hampshire - 2013
- New Jersey - 2010
- New Mexico - 2007
- New York - 2013
- North Carolina - 2014
- North Dakota - 2012
- Ohio - 2014
- Oregon - 1998
- Pennsylvania - 2014
- Rhode Island - 2006
- South Carolina - 2013
- South Dakota - 2009
- Tennessee - 2013
- Texas - 1999
- Utah - 2004
- Vermont - 2004
- Washington - 1998
- West Virginia - 2013
- Wisconsin - 2011
- Wyoming - 2000

As of October 2013

States with Pending Legislation for Legal Medical Marijuana
- Florida
- Kentucky
- Minnesota
- Missouri
- New York
- Pennsylvania
- Ohio
- Tennessee
- West Virginia
- Wisconsin

As of January 31, 2014
The Following is a List of Cannabis

- Marijuana
- Hashish
- Hashish Oil
- Tetrahydrocannabinol (THC)

Street Names:
Marijuana is also known as Hashish, Hash, Pot, Grass, Boo, Reefer, Thai sticks and Weed.

Physical Symptoms of Abuse

- Distinct smell
- Rapid loud talking and outbursts of laughter
- Sleepy
- Forgetfulness
- Red eyes

Behavioral Symptoms of Abuse

- Disoriented
- Moody
- Increased appetite
- Change in quality of work
- Overreaction to criticism
- Negligent appearance
Paraphernalia

• “Roach clips”
• Packs of cigarette papers
• Pipes or “bongs”

Have You Heard of These?

What is it?

• Synthetic Marijuana – 400 Analytical components – Currently can test for 3 to 12 or more types
• 18.1 million Americans 12 yrs. of age and older admitted being “current” users of the drug in 2011
• Herb-like substance which has been sprayed with a chemical that when ingested causes the user to experience some of the effects of real marijuana
• Classified as a Hallucinogen
Synthetic Marijuana continued…

- Effects
  - Mimics effects of Marijuana
  - Many times more potent than Marijuana
    - 100 to 800 times more potent than Marijuana
  - 42 states and Puerto Rico along with municipalities have passed laws banning this substance
  - Can we test for this Drug?
    - Yes and No…
    - Yes – must be added to panel
    - No – DOT does not test for this drug

Coca Plant

Cocaine

- Street Names:
  - Coke, Corine, Happy Dust, Snow Flake, Blow, Nose Candy, Paradise, White C, Polvo Blanco, and Crack.

- Crack cocaine smoking is called freebasing. The name “crack” comes from the sound made as it burns in water pipes used to smoke it. Crack is smoked rather than sniffed, leading to a state of euphoria in seconds. Crack is more powerful than cocaine powder. Crack is sold in small chunks that look like rock salt.
Physical Symptoms of Abuse

- Runny nose
- Sniffing
- Talkative
- Nervousness
- Difficulty sitting still
- Dilated pupils

Behavioral Symptoms of Abuse

- Disorientation
- Hyperactivity
- Excitability
- Anxiety
- Hallucination
- Depression

Paraphernalia

- Razor blades
- Pipes
- Glass, metal and plastic straws
- Little bottles of white powder
- Small spoons
- Mirror
Amphetamines

- **Street Names:**
  Beans, Bennies, Black Beauties, Black Mollies, Co-pilots, Crank, Crossroads, Crystal Dexies, Double Cross, Meth, Mini-bennies, Pep Pills, Speed, Rosas, Roses, Thrusters, Truck Drivers, Uppers, Wake-ups, and Whites

**Physical Symptoms of Abuse**

- Increased heart and breathing rates
- High blood pressure
- Dilated pupils
- Decreased appetite
- Blurred vision
Behavioral Symptoms of Abuse

- Moody
- Hallucinations
- Paranoia
- Anxiety
- Violent behavior

Paraphernalia

- Glass Smoking Pipe
- Broken Light Bulbs
- Syringes
- Spoons
- Straws
- Foil Bowls

Ecstasy
Ecstasy

What Happens When Used??
Produce the following:
feeling of increased energy, euphoria, emotional
warmth, and distortions in time, perception and
tactile experiences.
Street Names:
methylenedioxymethamphetamine; MDMA, Rave
energy, club drug, Smurfs, E or X, Batman and
more…

Physical Symptoms
• Muscle tension
• Heightened senses
• Empathy for others/emotional warmth
• Involuntary teeth or jaw clenching
• Extreme relaxation
• Severe dehydration (especially when
mixed with alcohol)

Physical Symptoms… Continued
• Increased body temperature up to 108 degrees
• Heat exhaustion
• Increased blood pressure, breathing rate, and heart
rate
• Faintness
• Chills or sweating
• Nausea
• Blurred vision or rapid quivering of the pupils
Behavioral Symptoms of Abuse

- Anxiety
- Hallucinations
- Paranoia
- Amnesia
- Euphoria

Paraphernalia

- Glow Sticks
  - Heighten Visual Effect
- Pacifiers, Lollipops, Chewing Gum
  - Teeth and/or Jaw Clenching
- Water
  - Dehydration
- Hugging or Massaging
  - Heighten Sensitivity to Touch

Opium Poppy
Cactus
Opiates

• Street Names:
  Heroin, Morphine and Codeine belong to the class of drugs called opiates. Opiates are also known as Miss Emma, M, Cube, First Line, Gorna, Marl, Morfina, Morpho, Morphy, and Mud.

Physical Symptoms of Abuse

• Drowsiness
• Slurred speech
• Constricted pupils
• Scars from needle marks
• Loss of appetite

Behavioral Symptoms of Abuse

• Euphoria
• Impaired coordination
Paraphernalia

- Syringes
- Bent spoons
- Bottle caps
- Eye dropper
- Needles
- Cotton
- Rubber tubing

PCP – Hallucinogens

- Street name:
  PCP is also known as Angel Dust, Crystal, Cyclone, Hog, Love Boat, Peace Pill, Rocket Fuel, Super grass, and Tic Tao.
Physical Symptoms of Abuse

- Increased heart rate and blood pressure
- Drowsiness
- Convulsions and coma
- Pupils may be dilated
- Unusual strength

Behavioral Symptoms of Abuse

- Fear
- Terror
- Disorientation
- Agitation and violence
- Hallucinations
- Unpredictable behavior
- Mood swings

Paraphernalia

- Foil
- Stamps
- Needles/syringes, and tourniquets
What are These?

Synthetic Drugs That Are Being Used

Bath Salts

Bath Salts

• Dangerous Stimulant
• Effects like Cocaine and Methamphetamine
• Synthetic Drug - Mephedrone or MDPV
• Can we test for this?
  – Again…Yes and NO
  • Yes under non-mandated testing
  • No …DOT has not approve testing.
What Could Happen

- Stimulant to the Central Nervous System
- Could Increase heart rate, cause chest pain, heart attack or even cause a stroke
- Psychological Symptoms
  - Delusion
  - Paranoia
  - Psychosis

HIGHLY ADDICTIVE

Prescriptions Abuse/Misuse

DOT permits drug testing of the following drugs:
- Cocaine
- Marijuana
- Amphetamines/Methamphetamines
- Opiates
- PCP

Prescription Misuse/Abuse

Company Driven Drug Testing – Non-Mandated –
You can also test for the following drugs:
- Barbiturates
- Benzodiazepines
- Methadone
- Methaqualone
- Propoxyphene
- Oxycodone
Source of Narcotic Prescription Drugs Used Without a Doctor's Orders, Among U.S. 12th Graders Who Reported Use in the Past Year (2009-2011 Combined Annual Averages)

National Take-Back Day

- The Drug Enforcement Administration (DEA) schedules National Prescription Drug Take-Back Day usually twice per year.
  - April and October
- The National Prescription Drug Take-Back Day aims to provide a safe, convenient, and responsible means of disposal, while also educating the general public about the potential for abuse of these medications.
- In the five previous Take-Back events, DEA in conjunction with its state, local, and tribal law enforcement partners have collected more than 2 million pounds (1,018 tons) of prescription medications that were removed from circulation.

Reporting Lifetime Use of Illicit Drugs, 2004
**National Household Survey on Drug Use and Health**

Type of Inhalants Used by Youths Ages 12 to 17

Definition for Inhalants are “liquids, sprays, and gases that people sniff or inhale to get high or to make them feel good.”

- Gasoline or Lighter Fluid: 29.6%
- Spray Paints: 25.7%
- Lacquer Thinner or Other Paint Solvents: 24.4%
- Nitrous Oxide or Whippets: 22.7%
- Some Other Aerosol Spray: 20.5%
- Correction Fluid, Degreaser, or Cleaning Fluid: 19.4%
- Amyl Nitrite, “Poppers,” Locker Room Odorizers, or “Rush”: 15.3%
- Lighter Gases, Such as Butane or Propane: 12.5%
- Halothane, Ether, or Other Anesthetics: 8.7%
- Other*: 3.6%

593,000 Adolescents were surveyed.

**Drugs Detected in Positive Urine Tests Among U.S. Workers, 2002 and 2012**

*The category “opiates” comprises methadone, propoxyphene, oxycodone, and other opiates. The category “sedatives” comprises barbiturates and benzodiazepines. The category “other” comprises PCP, MDMA (only tested for in 2012), and 6-AM (only tested for in 2012).*

**SOURCES:** Adapted by CESAR from Quest Diagnostics

Alcohol
### Annual Alcohol Consumption

<table>
<thead>
<tr>
<th>Country</th>
<th>Consumption Per Capita</th>
</tr>
</thead>
<tbody>
<tr>
<td>Luxembourg</td>
<td>15.5 liters</td>
</tr>
<tr>
<td>France</td>
<td>14.8 liters</td>
</tr>
<tr>
<td>Ireland</td>
<td>13.5 liters</td>
</tr>
<tr>
<td>Hungary</td>
<td>13.4 liters</td>
</tr>
<tr>
<td>Czech Republic</td>
<td>12.1 liters</td>
</tr>
<tr>
<td>Spain</td>
<td>11.7 liters</td>
</tr>
<tr>
<td>Denmark</td>
<td>11.5 liters</td>
</tr>
<tr>
<td>Portugal</td>
<td>11.4 liters</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>11.2 liters</td>
</tr>
<tr>
<td>United States</td>
<td>6.5 liters</td>
</tr>
</tbody>
</table>

While Nearly Two-Thirds of U.S. Adults Are Current Drinkers... the Majority of These Current Drinkers Are Infrequent or Light Drinkers

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lifetime Abstainer</td>
<td>21%</td>
</tr>
<tr>
<td>Former Infrequent Drinker</td>
<td></td>
</tr>
<tr>
<td>Former Regular Drinker</td>
<td></td>
</tr>
<tr>
<td>Current Drinker</td>
<td>65%</td>
</tr>
<tr>
<td>Former Regular Drinker</td>
<td></td>
</tr>
<tr>
<td>Moderate Drinker</td>
<td>25%</td>
</tr>
<tr>
<td>Heavier Drinker</td>
<td>8%</td>
</tr>
<tr>
<td>Infrequent Drinker</td>
<td>21%</td>
</tr>
<tr>
<td>Light Drinker</td>
<td>47%</td>
</tr>
</tbody>
</table>


• Absorbed Through the Stomach and Small Intestine
• Takes 3 to 5 Minutes to Reach the Brain
• Takes About 30 to 60 Minutes for Absorption/Full Effect
• Food Slows Absorption
• Only “Time” will Works to Eliminates Alcohol… Not Cold Showers, Coffee or Exercises
What is a Serving?

Alcohol

1 Serving of Alcohol
12 oz. Beer = 5 oz. Glass of Wine = 1 oz. of 80 proof liquor

It takes approximately ONE hour for the body to burn ONE serving of alcohol!

Places Where You Will Find Alcohol!

• Vicks Nyquil 25% Ethyl Alcohol = 50 Proof
• Comtrex 20% Ethyl Alcohol = 40 Proof
• Contact Severe Cold Formula Night Strength 25% Ethyl Alcohol = 50 Proof
• Listerine 26.9 Ethyl Alcohol = 54 Proof
What are the Behaviors that Characterize the Beginning of Abuse?

- Drinks to become drunk
- Drinks at a certain time each day
- Becomes irritable if the pattern/time is disrupted
- Drinks by themselves on purpose
- Becomes aggravated if asked to justify their drinking
- Increase Social drinking to 3-5 a day/stashed bottle
- Increased tolerance
- Prefer to only go to functions where there is alcohol
- Tend to have a favorite drink and will complain if not available
- Begin to have strained family relationships
- Lose interest in prior hobbies and activities

WORKPLACE SIGNS

- Unexplainable sickness and more frequent absences
- Performance or conduct problems
- Accident problems or near misses
- Difficulty in getting along with others
- Increased tardiness
- Incomplete work
- Excuses for everything
- Forgetfulness
- Doesn’t make quotas
- Strained relationships
- Not concerned about safety

Early Signs of Alcoholism

- Late for the start of the workday
- Late coming back from lunch and breaks
- Leaving early from the workplace
- Difficult to manage
- Complaints from co-workers
- Health complaints
- Lies about everything
- Denial
- Decreased job performance
Middle Signs of Alcoholism

- Absence beyond permitted days off
- Frequent calling off from work
- Appearance changes
- Quick to be angry
- Poor attitude and concentration
- Hostile attitude
- Injured more at work
- Borrows or steals
- Insubordinate

Final Signs of Alcoholism

The Brain’s function is dependent on the alcohol effect.

- Prolonged absences
- Aggressive behavior
- Sleeping on the job
- Loss of balance
- Not fit for duty
- Marital problems...divorce
- Financial problems
- Health problems
- Withdrawal symptoms
- Drinking on the job
- Suicide...look and listen carefully

Breath Alcohol Concentration

<table>
<thead>
<tr>
<th>BrAC</th>
<th>Observable Behavior</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.01 - 0.05</td>
<td>None</td>
</tr>
<tr>
<td>0.04 – 0.12</td>
<td>Euphoria</td>
</tr>
<tr>
<td>0.09 – 0.25</td>
<td>Excitement</td>
</tr>
<tr>
<td>0.18 – 0.30</td>
<td>Confusion</td>
</tr>
<tr>
<td>0.25 – 0.40</td>
<td>Stupor</td>
</tr>
<tr>
<td>0.40 – 0.50</td>
<td>Coma</td>
</tr>
<tr>
<td>0.50 or greater</td>
<td>Death</td>
</tr>
</tbody>
</table>
What is Your Company’s Violation Level?

Alcohol Levels

- 0.00 to 0.019 – Do Nothing
- 0.020 to 0.039 – Remove From Duty
  - FMCSA – 24 hours - Do you test again?
- 0.04 or greater – Removal/ Disciplinary Action/SAP
  - All levels are approximate to Blood
  - Breath Alcohol or Saliva (Screening Only) are approved by DOT

What Could Happen at These Levels?

- Concentrated attention, quick control
- Information processing, comprehension
- Coordination
- Eye movement control, standing tasks/ emergency responses
- Tracking and steering
- Divided attention, choice reaction time, visual grouping
Symptoms of Overdose

- Staggering
- Odor of alcohol beverages: Pores or Breath
- Loss of coordination
- Slurred speech
- Dilated pupils
- Nerve and liver damage

Withdrawal Syndrome

- Sweating
- Tremors
- Altered perception
- Psychosis
- Fear
- Auditory hallucinations
- Blackouts

Indication of Misuse

- Confusion
- Disorientation
- Loss of motor nerve control
- Convulsions shock
- Drowsiness
- Shallow respiration
- Respiratory depression
- Death
Do YOU Know?

Alcohol Abuse

Heavy Drinker:
A Person that has 5 drinks on at least 5 occasions in the past 30 days.
Out of 15.4 million Heavy Drinkers … 12.5 million are employed.

Do YOU Also Know?

Alcohol Abuse

Binge Drinkers:
A Person who has 5 or more drinks at one occasion.
There were 52.5 million Binge Drinkers and 42.1 million were employed either part or full-time.

Why Have a Drug & Alcohol Free Workplace?

- Less Work:
  People who abuse drugs Work 30-38% less than non-users.
  Alcoholism Causes 500 million lost Work Days/year
  Absent 3 times more often
- More Injuries:
  Cause 40% of all on the job fatalities
  5 X more likely to be injured or claim a workers comp claim
- Higher Costs
  300% more in medical costs
  75-100 Billion dollars yearly in lost time, accident, work comp.
  Steal 4 times more often from employers and coworkers
Negative Effect

???

- Attendance,
- Productivity,
- Morale,
- Increased Use of Medical Benefits,
- Accidents,
- Absenteeism,
- Downtime,
- Theft,
- Turnover,
- Injury or Death to Themselves or OTHERS, AND SAFETY!

Remember … Once Again!

- Observation
- Documentation
- Confrontation
- Collection