



## INSTANT TESTING USE IN DIFFERENT INDUSTRIES

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# GETTING RESULTS



BY JACKIE PIRONE

Instant testing is an efficient way to clear the approximate 96% of individuals testing negative

In a world of instant gratification, our approach to the way we do things has changed with the times. Texting and email are faster than mailing an envelope, and binge watching an entire season of a show sure beats waiting week after week for new episodes. In the world of drug testing, instant testing has made inroads into a once laboratory dominated field.

Instant testing, also known as point-of-care (POC) testing, rapid result testing or on-site testing, offers a unique drug testing solution compared to lab-based drug testing. Instead of having to send employees and applicants to an off-site collection facility, ship specimens to a lab, and wait to receive test results, instant testing occurs onsite and provides an immediate screening result. This means negative employees can go back to work right away, or in the case of a potential new hires, there is no delay between testing and starting work.

## How does instant testing work?

To understand instant testing, first let's take a quick look at lab-based testing. For those employers who conduct lab-based testing, the time it takes to receive the result is something that needs to be considered. Once the sample is collected, it is then transported to the lab where the testing takes place. Negative results are available in about 24 hours. If the result is non-negative, the sample needs to go for confirmatory testing which takes another 24 to 72 hours.

With instant testing, employers can screen employees on-site and obtain a screening result in minutes. Negative employees can immediately return to/start work – no waiting for the lab results. Non-negative samples will need confirmatory testing, which can be conducted by a lab and verified by a medical review officer.

The goal of a screening test is to rule out the negative results to get people on the job quickly. With a 4.4% drug positivity rate, instant testing is an efficient way to clear the approximate 96% of individuals testing negative in about 10 minutes per test.<sup>1</sup>

## Advantages of instant testing

Available for both urine and oral fluid drug testing, instant testing provides solutions for various drug testing scenarios, from pre-employment to post-accident. Advantages of instant testing include:

- **Ease of use**—Instant testing is easy to administer and interpret.
- **Speed to result**—Once the sample is collected, result is given within minutes meaning negative employees can return to work immediately.
- **Cost savings**—Lab-based samples are often collected off-site. Unless an employer owns the collection facility or laboratory, they have to pay each person involved with the process. In most states this includes paying employees during collection time. With instant testing, the amount of time paid to employees during collection goes down from hours per individual to minutes.

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# ALL ABOUT INSTANT TESTING



- **Lower adulteration attempts with the element of surprise**—Instant testing makes it easy for employers to conduct random drug and alcohol testing on-site right then and there; meaning employees don't have time to prepare or to attempt cheating. With oral fluid samples, you can easily observe the collection.
- **No travel time**—All specimen collections can be done on-site at the workplace or work site.
- **Control the experience**—With off-site testing, an employer needs to coordinate with supervisors, managers, HR, collection facilities, laboratories, and MROs all before setting a date to conduct testing. When drug testing is performed on-site, an employer can cut out the second half of the equation and simply tell supervisors, managers, or HR that day that drug testing will occur, having complete control over when and where testing occurs.

## INSTANT TESTING IS WORTH CONSIDERING WHEN YOU:

- Need a result quickly.
- Don't want to deal with a collection site.
- Want to save time and money by doing your own collection.
- Want to get employees to work quickly.

## Considerations

Before deciding to conduct instant testing at your institution please consider that use is not allowed in all states. California, Kansas, Nevada, and New York have laboratory licensing laws that indirectly prohibit instant testing by requiring all testing take place in a laboratory. Minnesota, Puerto Rico, and Vermont have mandatory laws that outright prohibit it. Alabama, Arkansas, Kentucky, and Ohio prohibit instant testing but only as part of their voluntary drug testing laws. Therefore, if an employer values the advantages of instant testing over the advantages offered by these states' voluntary programs, they are not prohibited from using it. Finally, Maryland, North Carolina, and Tennessee limit instant testing to pre-employment circumstances.

Additionally, not all instant testing devices are equal and not all are FDA cleared. It is important to conduct thorough due diligence to ensure that the device being used produces expected results, has a history of reliability, and the manufacturer will stand by the product if a result is challenged based on a device's ability to produce accurate results. Study a device's product insert, which will contain performance claims, relevant drug cutoffs and ensure such claims are accurate. The manufacturer or product representative can provide more details.

## Conclusion

Instant testing has a place in different testing environments. It is designed for speed and ease of use, is an excellent option for screening testing and it makes it harder for employees to cheat. No longer does drug testing need to be a 24–72 hour process. When done right, instant drug testing programs can help companies achieve their drug testing objectives in a fast and cost-effective manner.

1. Quest Diagnostics Index 2019

# HOW SAFE IS YOUR WORKSITE?

**W**hen safety is on the line, time is of the essence. Mere seconds of delay can lead to a costly fatal accident in many industries – instant testing offers a solution for employers looking to provide safe, drug-free workplaces.

The overall rate of past-month illicit drug use among full-time workers in the U.S. ages 18–64 is 8.6%.

In certain safety-sensitive industries, such as construction, that rate is much higher than the national average, clocking in at

**11.6%**

of workers reporting illegal substance use in the past month.<sup>1</sup>



of manufacturing workers ages 18 to 64 report using illicit drugs in the past month.<sup>2</sup>

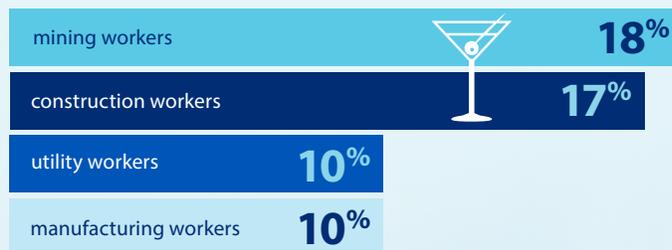
The following types of workers reported a substance abuse disorder in the past year.<sup>3</sup>



## Construction workers

are the most likely of any industry to use cocaine and misuse prescription opioids, as well as being the second most likely to use marijuana.<sup>5</sup>

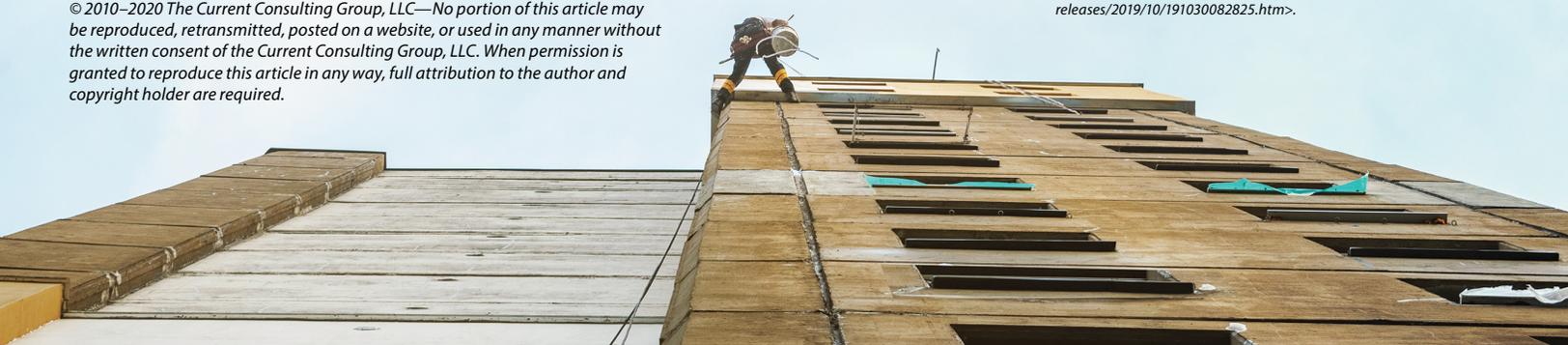
The following workers report heavy alcohol use in the past month.<sup>4</sup>



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1. SAMHSA, Center for Behavioral Health Statistics and Quality, National Surveys on Drug Use and Health (NSDUHs) 2008 to 2010 (revised March 2012) and 2011 to 2012.
2. *Id.*
3. *Id.*
4. *Id.*
5. New York University. "Of all professions, construction workers most likely to use opioids and cocaine: Study points to need for programs to prevent drug-related harm among workers in risky industry." ScienceDaily. ScienceDaily, 30 October 2019. <[www.sciencedaily.com/releases/2019/10/191030082825.htm](http://www.sciencedaily.com/releases/2019/10/191030082825.htm)>.



# Introducing OralTox<sup>®</sup>

Rapid Oral Fluid Drug Screening



OraSure Technologies is proud to offer OralTox, an FDA 510(k) cleared rapid oral fluid drug screening device from Premier Biotech. With a continued focus on offering safe and reliable oral fluid solutions, OralTox delivers accurate and proven results, anytime and anywhere.

## Designed For Speed And Reliability

The streamlined design of OralTox stands out with all the bells and whistles, helping to ensure the collection process is easy to administer while highly accurate. OralTox is FDA 510(k) cleared for 8 drugs including, AMP, COC, MTD, MET, OPI, OXY, PCP, THC and the only FDA cleared rapid oral fluid drug screen to include an assay for Oxycodone.

## The OralTox Difference

- Quick, reliable results in minutes
- Easy to administer observed collection
- Prevents adulteration concerns
- Patented design with one drug per strip
- The only FDA-Cleared, rapid oral fluid drug test to include an assay for oxycodone
- Saturation indicator changes color when ample specimen has been collected
- Built in gravity feed for reliable sample distribution



Observed Collections

Reliable Testing

Fast Results



## Remove The Guesswork

OralTox features a built-in saturation indicator that changes color when the appropriate amount of specimen has been collected. This feature eliminates the guesswork during the collection and helps to reduce recollections stemming from an insufficient oral fluid sample.

Rapid oral fluid screening with OralTox is easy to administer, allowing the collector to observe the donor as he or she collects their own oral fluid specimen. This collaborative collection process helps reduce the likelihood of tampering or cheating as well as a donor challenge later in the drug testing process. When speed and convenience is a high priority, OralTox is an ideal solution for hiring events, job fairs, and on-site collections.

## Available Configurations

- 5 Panel: OT-80502 (AMP, COC, MET, OPI, THC)
- 5 Panel: OT-80508 (AMP, COC, MET, OPI, PCP)
- 6 Panel: OT-80602 (AMP, COC, MET, OPI, PCP, THC)
- 7 Panel: OT-80701 (AMP, COC, MET, OPI, OXY, PCP, THC)
- 8 Panel: OT-80807 (AMP, COC, MET, OPI, OXY, PCP, THC, MTD)
- 10 Panel: OT-81053 (AMP, BAR, BZO, COC, MET, MTD, OPI, OXY, PCP, THC)



OraSure Technologies

For More Information About OralTox, Contact: 1-800-673-7873 | OraSure Technologies, Inc. 220 East First Street, Bethlehem, PA 18015-1389

# INSTANT TESTING USE IN DIFFERENT INDUSTRIES

BY NINA M. FRENCH

Safety is key  
to keeping  
workers'  
compensation  
claims to a  
minimum

## Construction

**A** contractor for a large Ohio-based construction company is experiencing rapid growth but struggling to find skilled laborers. As a contractor, safety is key to keeping workers' compensation claims to a minimum but with low unemployment rates, a long hiring process means many good candidates have already accepted another position by the time the screening results come back from the lab.

The company holds a job fair at the job site on a Saturday. The site manager and her foreman have candidates fill out their application and perform on-the-spot interviews. Each successful candidate is offered a conditional offer of employment and is then sent to the foreman to fill out the company onboarding paperwork. The foreman then administers an instant oral fluid test. After about 15 minutes, the results are available, a photocopy or photo of the device is made for the new employee file and, while waiting for the results, the foreman goes over important information for the position and confirms the scheduling with the new employee. By the end of a very successful job fair, the 100 positions are filled. Of the 115 candidates, 15 instant oral fluid tests were positive. Five candidates chose to stop the hiring process and declined to have their instant oral fluid test confirmed at the laboratory. The remaining 10 were packaged and sent to the laboratory for confirmation testing.

➔ Monday morning starts with a full crew and an on-time project.



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## Retail

The profits of a retail chain in Colorado are down but there is no single incident or issue that stands out as the cause of the declining profits. The Human Resources (HR) and recruiting team stopped pre-employment testing over three years ago. With legalized marijuana for recreational use, open positions were rising, and the company had four unresolved legal challenges still waiting to be settled from applicants with urine tests that were positive for THC. The company revenues were increasing as the company's brand grew and the team simply couldn't risk being understaffed so the decision was made to stop testing for marijuana altogether. Time to fill positions decreased and it appeared that the decision to discontinue pre-employment drug testing was the right choice.

Tasked with researching the cause of the reduced profits, the CFO closely reviewed the P&L statements and noticed several alarming trends. Workers' compensation claims in many areas—distribution, warehouse, delivery and supply chain—are up over the past 30 months. Investigating further, he finds that the Loss Prevention Manager has pointed out an increase in missing and damaged products. Although the missing product count seems high, it is difficult to attribute it to anything specific. He also noticed that turnover in customer service, merchandising, supply chain, distribution and administration staffing is steadily increasing, as is absenteeism. The cascading effect is eroding profits each quarter and the investors are looking for tangible ways to improve the bottom line. The CFO meets with the head of HR and reviews the trends. Together they decide that perhaps the decision to discontinue pre-employment testing is having a negative effect on the quality of the hires.

Looking for a solution, the HR team instituted a new policy. Employees and applicants were provided with a copy of the policy and given 60-days notice before it went into effect. Working with their provider's random selection management software and the local team of supervisors, the HR team developed a "pre-access" drug screening program. Each week, a store and a shift are selected. The local supervisors use instant oral fluid testing to screen each person from the selected location and shift as s/he clocks in for work. Anyone whose instant oral fluid result is positive is removed from duty for the day without pay and the samples are sent to the laboratory for confirmation testing. For those who have two positive instant oral fluid tests, HR begins disciplinary action for violation of company policy.

➔ As word of the pre-access random testing spreads, absenteeism and turnover decline along with workplace accidents. In time, profits improve.

## Transportation

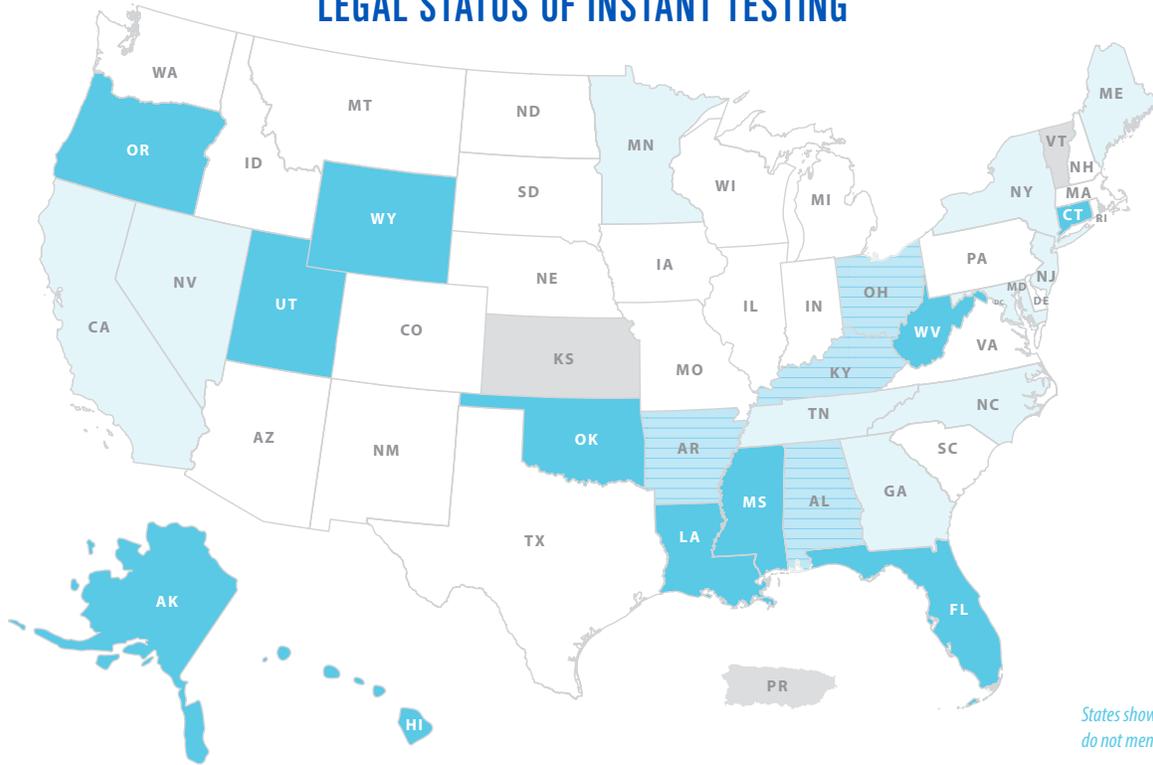
An airport shuttle company needs to hire quickly. Their service model is simple. Airport patrons arrive at their locations and a driver gets into their car and heads to the terminal. After helping with the luggage, the driver takes the vehicle back to the company location, parks the car, notes the name, and places the keys to the vehicle in the corresponding safe box. When the flier arrives back from the trip and gathers their luggage, they contact the location. The driver locates the keys and drives the car to reach the owner.

The company has concerns for both the security of the vehicles and that the employees are trustworthy around the passengers and their possessions. The company requires a full pre-employment physical exam and periodic examinations of all of their drivers. Additionally, the company has a drug disclosure policy requiring that the employees provide copies of their job description to their doctor prior to any drugs being prescribed. If the drugs have an impairing effect, the prescribing doctor can offer an alternate drug or, if there is no good option, the employee must notify the company and is not permitted to work as a driver while taking the medication.

Instant oral fluid testing is administered each time a driver arrives at the facility to start a shift. Each employee understands the company policy and the company's commitment to safety. Since each airport location has a small number of employees, each working a 12-hour shift, the return on investment is clear. The company experiences few accidents and their safety record differentiates them from the competition. The company has low turnover and virtually no complaints of property theft. The cost of the drug testing program is far less than the administrative costs required to manage workers' compensation claims, insurance claims, and accident management with each passenger's insurance company.



## LEGAL STATUS OF INSTANT TESTING



### PERMITTED

- Alaska
- Arizona
- Connecticut
- Florida
- Hawaii
- Louisiana
- Mississippi
- Oklahoma
- Oregon
- Utah
- West Virginia
- Wyoming

### PERMITTED

*outside of voluntary law\**

- Alabama
- Arkansas
- Kentucky
- Ohio

*\*Prohibited under voluntary law*

### RESTRICTED

- California
- Georgia
- Maine
- Maryland
- Minnesota
- Nevada
- New Jersey
- New York
- North Carolina
- Tennessee

### FULLY PROHIBITED

- Kansas
- Puerto Rico
- Vermont

Get  
results fast  
with OralTox®.



OraSure Technologies

# INSTANT TESTING IN YOUR WORKPLACE

BY YVETTE FARNSWORTH BAKER AND SHARON BOTTCHEER



In today's world, we have become accustomed to information being available in an instant at all hours of the day. Therefore, it is no surprise that in the world of workplace drug testing, instant testing has become increasingly popular. Does your workplace drug testing policy include instant testing? If not, you may want to consider the logistics of adding it to your program.

It is not an exaggeration to say that instant testing could save lives in high-risk workplaces where accidents caused by substance abusing employees may be prevented. An employee could be tested prior to entering a work site, for example, and anyone with a positive result could be immediately removed from duty until a confirmed result is available. Even reasonable suspicion testing could lead to removal of an employee high on drugs before harm occurs. Instant testing can help employers and employees feel confident that every person on that worksite is drug-free.

## How can instant testing be added to a workplace policy?

When incorporating instant testing into a drug-free workplace program, contact a policy expert before implementing changes to your policy. State and local laws can directly impact the use of instant testing in your area.

Whether you are starting a testing program from scratch or updating an existing program, having a compliant policy is essential to prevent violations of applicable laws. Accordingly, once an employer decides the benefits to instant testing would be a value add to their testing program, the specific rules surrounding instant testing will need to be considered and carefully incorporated into the testing program and policy.

Generally, instant testing is legally permitted in most states. Only 6 states strictly prohibit instant testing, while the rest generally permit it, sometimes with limitations. While a few states with mandatory laws prohibit instant testing, most of the potential complications involve states with voluntary drug testing laws. For example, Tennessee and Ohio, among others, offer workers' compensation premium discounts to encourage drug testing but only permit lab-based testing, thus prohibiting instant testing for participating employers. Employers in those states must weigh the benefits of instant testing against the incentives offered by the state's voluntary programs and determine which is best for them.

Some states permit instant testing but place restrictions on it, such as specific testing procedures that must be followed. These laws must be carefully evaluated, followed, and any restrictions on instant testing must be reflected in a company policy. Common restrictions include use of approved devices only, state registration, adherence to specific collection procedures including use of qualified individuals to perform the test, training requirements, confirmation testing for non-negatives, and specific drug cutoff levels. While some states place these restrictions on employers, they are often easy to overcome for employers that wish to experience the benefits of instant testing in their workplace.

Quick access to  
vital information  
can help keep a  
workplace safe

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# Pre-employment drug testing is the one testing circumstance allowed in every state

## The law and instant testing

One of the biggest considerations when adding instant testing are laws that require drug testing to be performed in a certified laboratory, or that on-site testing meet the standards of testing performed in a laboratory. Not all states require certified laboratories for workplace drug and alcohol testing, so for many employers this is not an issue.

Additionally, attention should be paid to state and local laws that dictate when instant testing can occur. [Refer to graphic on page 9.] Some states do not permit instant testing across the board but do permit it in certain circumstances. For example, the state of Maryland only permits instant testing for pre-employment testing, but does not allow it for testing of employees. Wyoming allows instant testing for pre-employment, random, and reasonable suspicion testing, but prohibits instant testing for post-accident testing. Illinois allows instant testing for most employers but prohibits it for those employed in public works projects.

Circumstances for testing typically include pre-employment, reasonable suspicion, post-accident, random, follow-up, and return-to-duty testing. Pre-employment drug testing is the one testing circumstance allowed in every state, and instant testing is permitted for pre-employment purposes in the vast majority of states. Employers should be aware of the restrictions that may be placed upon when they can perform instant testing in some states, but should understand that they can still use this effective testing method as long as they comply with the requirements of the law(s).

Lastly, the sample used for instant testing may be subject to restrictions. Essentially, there are two types of specimens used for instant testing, urine or oral fluid. There are benefits to both types of instant testing methods. Oral fluid testing, for instance, may be preferable because of the ease of obtaining a sample. No special facilities are required and the sample can be collected under direct observation. Employers should consult state laws to determine if they are permitted to use only instant oral fluid, only instant urine, or both testing methods, prior to implementing an instant testing program in their workplace.

Once the program details have been carefully considered, the next step is to share the changes of the testing program by communicating what is in the policy. There are several ways of introducing the updated policy to employees. A formal training session is a very effective means of communication and it allows the employees the opportunity to ask for clarification. Another means could be to provide a written announcement in a letter format. Either way, a drug testing program works best when implemented through a clear written policy that has been communicated to all employees.

## Conclusion

Having information when you want it, where you want it is essential in today's busy workplace. Quick access to vital information can help keep a workplace safe. For this reason, among others, it may be wise to take a second look at your workplace policy and add instant testing to your program.





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# Join us

in Nashville at ABC



## EVENTS

Instant Drug Testing | Webinar  
*Casey Michalik and Bill Current*  
**March 17, 2020 at 2 p.m. Eastern**

Safety Summit 2020  
Booth 211 | Indianapolis, IN  
**April 7–8, 2020**

Associated Builders & Contractors, Inc.  
(ABC) Convention | Nashville, TN  
**March 23–27, 2020**

DATIA Annual Conference  
Booth 409 | Washington, D.C.  
**May 27–29, 2020**



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