



# Occupational Health Services of America, Inc.

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## ***LET'S HIT SOME HOT SPOTS!***

It is summertime. The weather will soon be hot - no matter what part of the country you live and work. This month, several subjects will be discussed that continue to be *hot topics* with our clients.

### ***Background checks...***

OHSA has contracted with a business associate (of 15 years) to complete your employment package with background checks. It is our desire to meet your HR needs in order to offer you a bundled employment package. Give us a call to discuss your specific needs.

### ***Your need to test for additional drugs, specifically Hydrocodone...***

Companies using an "expanded panel" have results reporting daily for this drug. It continues to be the "drug of choice" for pain. It is a synthetic opiate and will not report on the standard five panel test (DOT/federal). It has the same effect of a pure opiate. Each prescription should have a disclaimer on the bottle and/or a written disclaimer with the medication stating, "Caution when operating machinery or driving." If you are federally mandated or perform testing due to company policy, take time to look at your policy this summer. Consider adding to your policy the requirement to be notified if your employee is taking any medication with side effects that may interfere with their job. We can help you incorporate this addition into your drug & alcohol policy, which will protect you and your employees. Hydrocodone is tested on a non-federal, "expanded panel" drug screening. We'll be glad to incorporate hydrocodone into your current testing panel. Just give us a call.

### ***Dilute Specimen - A very HOT topic!***

It will be HOT and people will be drinking more liquids in the summer. It is normal for us to see more dilute reports in the summer. It is important to remember dilution does not usually occur unless the donor has consumed more than 40 ounces of liquid in a two hour time frame. As a manager of drug programs for many companies, our stats show a real need to collect another specimen on the donors with reported dilution from the federal lab. Our records indicate the percentage of positives to be 50% or greater on the second collection (if guidelines are followed for controlling the timing of the second collection). The notification to the donor to collect a second specimen should be handled like a random drug screen. A two hour period from the time of notification to the employee to the time of collection should be required. A Word of Caution here: It should be mentioned in your policy and performed consistently with all employees.

### ***DOT ruling on "Observed Specimens" is finalized...***

A federal appeal had been made to stop the observation of collections. The courts have denied the appeal and the ruling to observe in the following situations has been finalized: Specimens that have been "interfered with" at the collection (example, cold specimen); Invalid specimens; Return to Duty drug screens; and Return to Duty Follow-Up drug screens.

### ***Check your stats for the year...***

We are at the half-way mark of the year. You need to check your stats for the annual percentage required for testing according to the federal guidelines or your company policy. Are you on target?

***Please call our office if you have any questions.  
Your business is our priority!***