



# Occupational Health Services of America, Inc.

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## ***"Always on My Mind..."***

As I travel to and from the office each day, our services are on my mind. I look for the vehicles of the companies we service. I pay close attention to them, their driving and their needs. I often wonder if it is an employee I have met or spoken with. Yesterday, as I traveled home I saw three different vehicles, belonging to our clients. This morning I saw a trailer with the company name, "Innovative Logistics." Quickly, I began to think of ways your business and ours can be "innovative" in our current economic times.

The root word "innovative" means "bring in something new." Logistics means "science of military supply." The war against drug and alcohol abuse is not new. Most of you have had a policy in place for many years. Under the current economic crisis, we must find new ways to continue the war on drugs without giving up. An increase in drug use has been predicted by the Department of Health and Human Services. This is the governing body for the Drug Free Workplace Act. With the decreased income and increased drug use, how can we be innovative?

With our current economic crisis, do we discontinue random testing altogether?

Several companies have elected to discontinue random drug testing in order to cut costs. Although this option is a decision each company must make, it is a dangerous decision. It does not take long for employees to pick up on the testing process. It also brings up the issue of your company failing to comply with the requirements of the "Drug Free Workplace Act." The Act requires a random program in place and testing employees on a random basis. An innovative way to approach this requirement is to change the percentage tested. With a lower percentage you have complied with the requirements and have remained consistent with your policy.

Another issue is continuing to get a random list and not testing them. The Drug Free Workplace Act mirrors the requirements set forth in the procedures for Transportation Workplace Drug and Alcohol Testing Program (49 CFR part 40). This Act requires each random list to be completed before beginning with a new list. A decreased percentage allows you to comply and complete each list. In a country where we have one attorney to every one hundred people, we need to be complete with our compliance of our the rules set forth in the company policy and the governing bodies rules.

Most sensible people won't risk their jobs if they know they can be tested at any time. Money spent preventing an incident from ever occurring is typically ten times less than associated costs surrounding a drug or alcohol incident, not to mention the emotional impact an accident or injury has on staff morale. Also, positive drug tests do show recent use and have become defacto evidence of impairment. Courts have upheld employer rights to take disciplinary action against employees who test positive, especially when safety is an issue.

Under the current economic times, drug and alcohol use is increasing; therefore, our only option is to maintain an active drug program. We are open to help you in any way we can—just give us a call.

Please let us know of any other ways that we can help you remain innovative in our continual war on drugs.

Speaking of innovative, have you seen our new website?

CHECK IT OUT: [www.occhealthsvcs.com](http://www.occhealthsvcs.com)

*From my heart,  
Priscilla McCain, President*