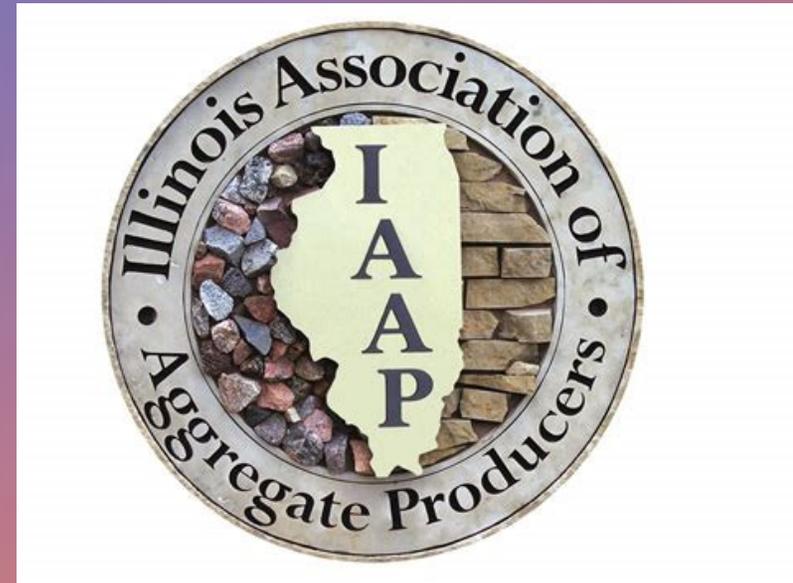


Reasonable Suspicion Supervisor Training in the era of Marijuana at Work 2022



Presented by
William J. Judge, JD, LL.M.
December 6, 2022



Marijuana and Employment Practices



In Illinois . . .

- Can you have a drug testing policy? - **YES**
- Can you refuse to hire or terminate someone who violates that policy? - **YES**
- **BUT. . .**







MRO
will NOT
verify as
negative

Personal Use of Marijuana

DOT OFFICE OF DRUG AND ALCOHOL POLICY AND COMPLIANCE NOTICE



Recently, some states passed initiatives to permit use of marijuana for so-called "recreational" purposes.

We have had several inquiries about whether these state initiatives will have an impact upon the Department of Transportation's longstanding regulation about the use of marijuana by safety-sensitive transportation employees – pilots, school bus drivers, truck drivers, train engineers, subway operators, aircraft maintenance personnel, transit fire-armed security personnel, ship captains, and pipeline emergency response personnel, among others.

We want to make it perfectly clear that the state initiatives will have no bearing on the Department of Transportation's regulated drug testing program. The Department of Transportation's Drug and Alcohol Testing Regulation – 49 CFR Part 40 – does not authorize the use of Schedule I drugs, including marijuana, for any reason.

Therefore, Medical Review Officers (MROs) will **not** verify a drug test as negative based upon learning that the employee used "recreational marijuana" when states have passed "recreational marijuana" initiatives.

We also firmly reiterate that an MRO will not verify a drug test negative based upon information that a physician recommended that the employee use "medical marijuana" when states have passed "medical marijuana" initiatives.

It is important to note that marijuana remains a drug listed in Schedule I of the Controlled Substances Act. It remains unacceptable for any safety-sensitive employee subject to drug testing under the Department of Transportation's drug testing regulations to use marijuana.

We want to assure the traveling public that our transportation system is the safest it can possibly be.

Jim L. Swart
Director
Office of the Secretary of Transportation
Office of Drug and Alcohol Policy and Compliance
Department of Transportation
December 8, 2012

Medical Marijuana

DOT OFFICE OF DRUG AND ALCOHOL POLICY AND COMPLIANCE NOTICE



Recently, the Department of Justice (DOJ) issued guidelines for Federal prosecutors in states that have enacted laws authorizing the use of "medical marijuana."
<http://www.justice.gov/opa/records/medical-marijuana.pdf>

We have had several inquiries about whether the DOJ advice to Federal prosecutors regarding pursuing criminal cases will have an impact upon the Department of Transportation's longstanding regulation about the use of marijuana by safety-sensitive transportation employees – pilots, school bus drivers, truck drivers, train engineers, subway operators, aircraft maintenance personnel, transit fire-armed security personnel, ship captains, and pipeline emergency response personnel, among others.

We want to make it perfectly clear that the DOJ guidelines will have no bearing on the Department of Transportation's regulated drug testing program. We will not change our regulated drug testing program based upon these guidelines to Federal prosecutors. The Department of Transportation's Drug and Alcohol Testing Regulation – 49 CFR Part 40, at 40.155(e) – does not authorize "medical marijuana" under a state law to be a valid medical explanation for a transportation employee's positive drug test result.

That section states:

§ 40.155 What are MROs prohibited from doing as part of the verification process?

As an MRO, you are prohibited from doing the following as part of the verification process:
(c) You must not verify a test negative based on information that a physician recommended that the employee use a drug listed in Schedule I of the Controlled Substances Act (e.g., under a state law that appears to authorize such recommendations, such as the "medical marijuana" laws that some states have adopted.)

Therefore, Medical Review Officers will **not** verify a drug test as negative based upon information that a physician recommended that the employee use "medical marijuana." Please note that marijuana remains a drug listed in Schedule I of the Controlled Substances Act. It remains unacceptable for any safety-sensitive employee subject to drug testing under the Department of Transportation's drug testing regulations to use marijuana.

We want to assure the traveling public that our transportation system is the safest it can possibly be.

Jim L. Swart

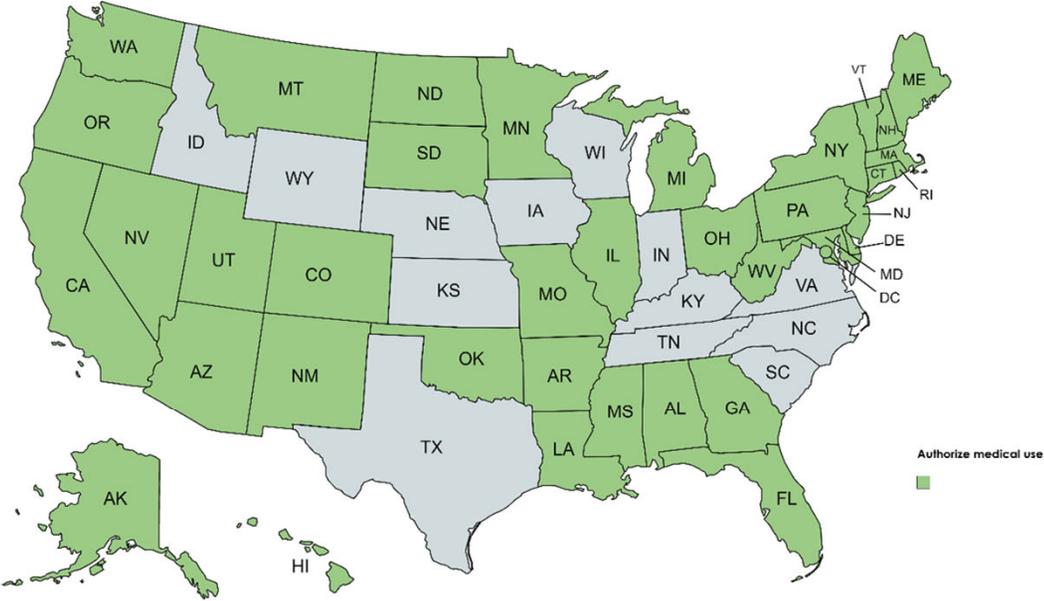




Marijuana

General Overview

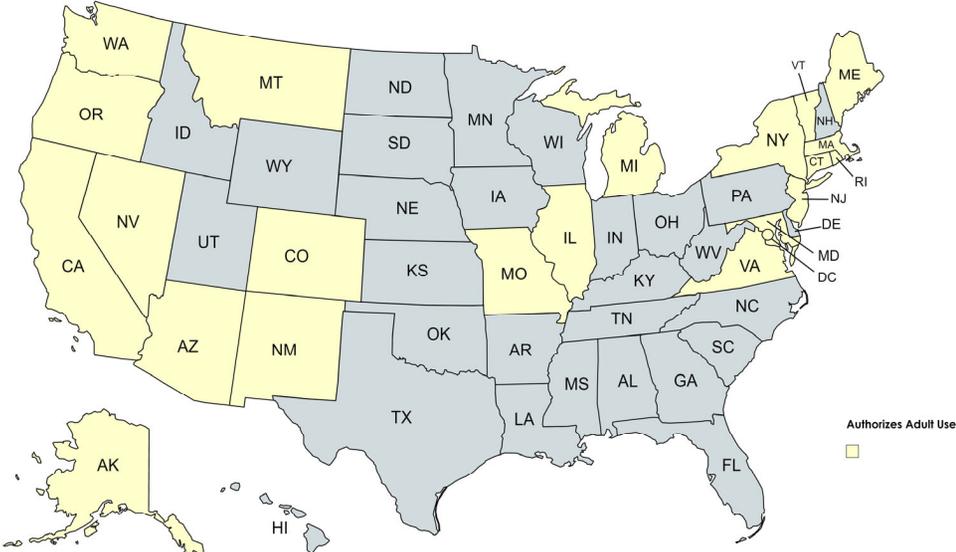
Overview of Marijuana Laws



As it Stands Today

- 37 states and Washington D.C. authorize the **medical use** of marijuana.
- The language of these laws vary widely.

Overview of Marijuana Laws



As it Stands Today

- 21 states and Washington D.C. authorize the **adult use** of marijuana.
- The trend of these laws have become impactful to workplace drug testing programs.



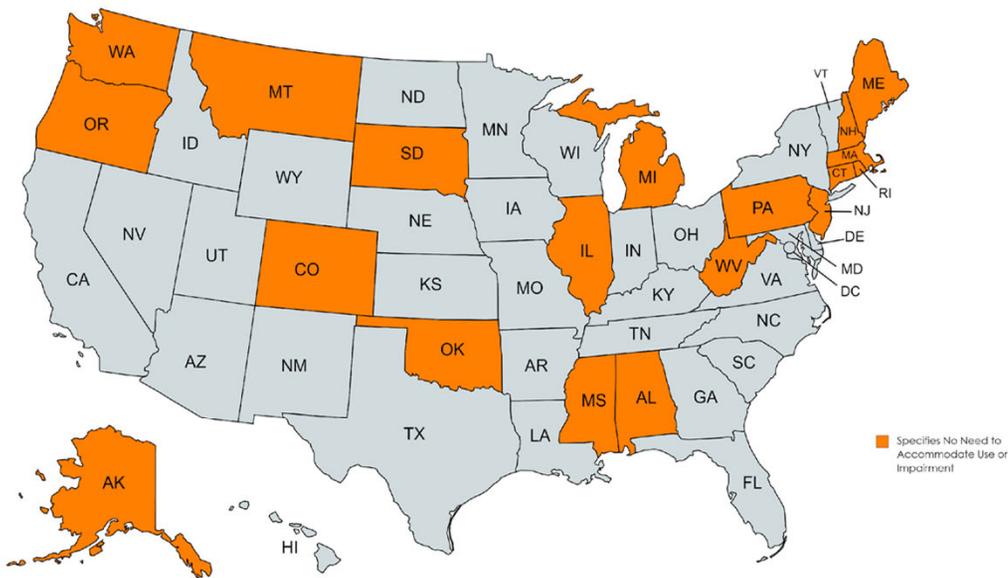
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Legal Limitations

State-specific Marijuana Laws



“Under the Influence at Work” – Medical Marijuana

- These **19** state’s laws specify that employers need not accommodate **use** or an employee being **under the influence** of marijuana at work.
- The impacts of these laws vary. Illinois, Ohio, and Pennsylvania are more protective of employers.
- Massachusetts, Nevada, and New York require employers to at least determine if the authorized medical marijuana user’s underlying medical conditions can be accommodated.

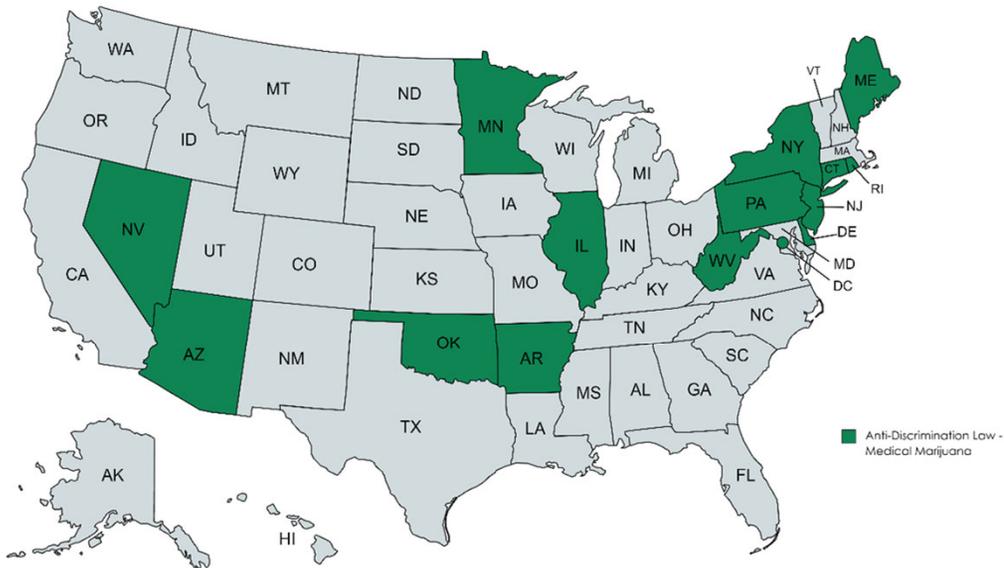
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Legal Limitations



Anti-Discrimination – Medical Marijuana

- The law in these 14 states (+WA D.C) provide that an employer may not discriminate against an individual solely due to their status as an authorized medical marijuana patient.

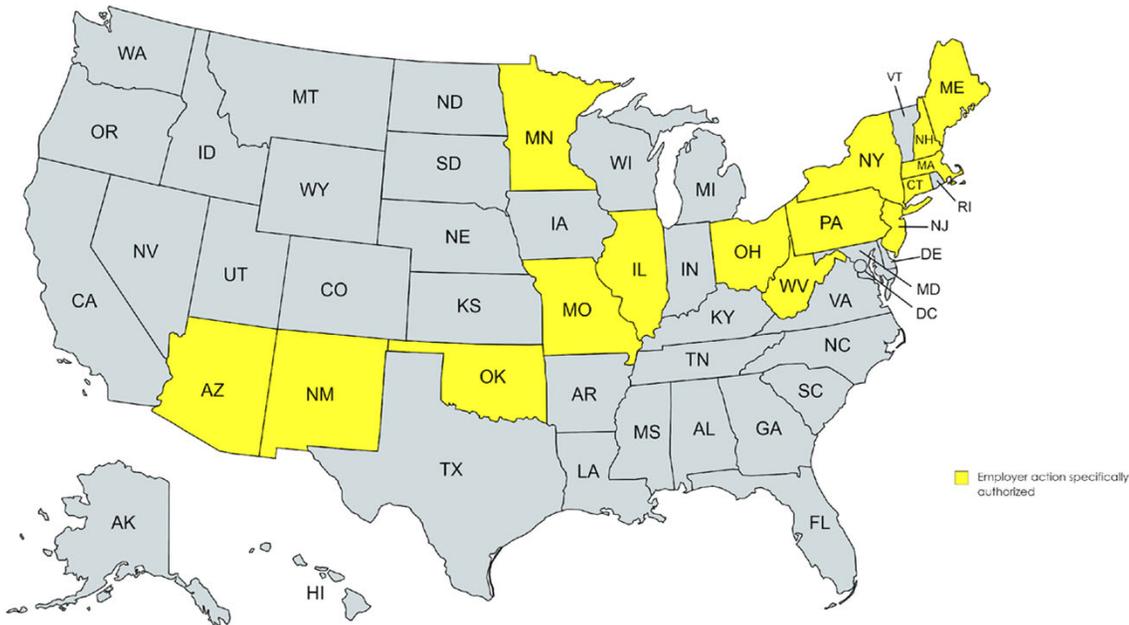
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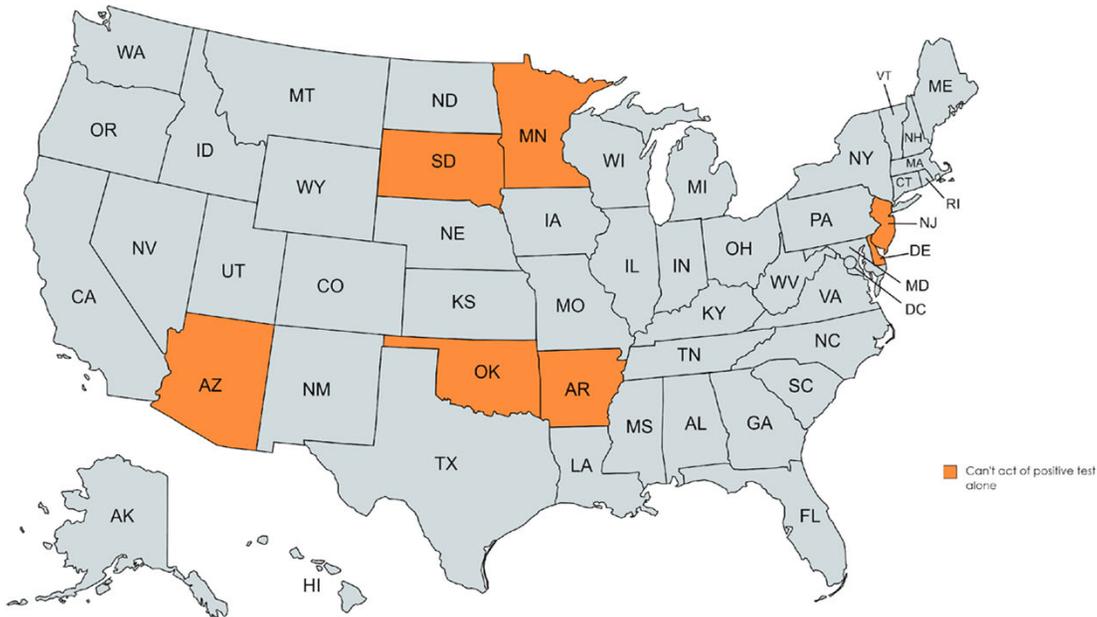
Legal Limitations



‘High’ at Work

- In these **15** states an employer is authorized to act if an employee is found to be using or being **under the influence** of marijuana while at work.

Legal Limitations



Positive Drug Test? Not So Fast!

- In these seven states an employer can discipline for an individual under the influence.
- However, a **positive drug test alone** is not proof of being under the influence!
- Reasonable suspicion training for supervisors & managers.

Legal Limitations

Recent Marijuana Laws

Off-Duty Protections (some examples)

States:

- Louisiana (state employees, with exceptions)
- Maine
- Montana
- New Jersey (WIRE)
- California (AB-2188)
- Utah (public employers)

Municipalities:

- Atlanta, GA
- Honolulu, HI
- New York City, NY
- Philadelphia
- St. Louis, OH

Courts:

- Colorado/Nevada – No protection under federal law





Marijuana Laws - Illinois



Illinois Personal
'Adult' Use of
Marijuana

- **House Bill 1438 – Effective 1/1/2020**
- **Amended December 4, 2019**

Illinois Personal 'Adult' Use of Marijuana

Illinois Personal Use of Marijuana Law	
Statutory Language	Key Points
<p>Cannabis Legalization Equity Act, HB 1438</p> <p>Article 10. * * *</p> <p>Section 10-50. Employment; employer liability.</p> <p>(a) Nothing in this Act shall prohibit an employer from adopting reasonable zero tolerance or drug free workplace policies, or employment policies concerning drug testing, smoking, consumption, storage, or use of cannabis in the workplace or while on call provided that the policy is applied in a nondiscriminatory manner.</p> <p>(b) Nothing in this Act shall require an employer to permit an employee to be under the influence of or use cannabis in the employer's workplace or while performing the employee's job duties or while on call.</p> <p>(c) Nothing in this Act shall limit or prevent an employer from disciplining an employee or terminating employment of an employee for violating an employer's employment policies or workplace drug policy.</p> <p>(d) An employer may consider an employee to be impaired or under the influence of cannabis if the employer has a good faith belief that an employee manifests specific, articulable symptoms while working that decrease or lessen the employee's performance of the duties or tasks of the employee's job position, including symptoms of the employee's speech, physical dexterity, agility, coordination, demeanor, irrational or unusual behavior, or negligence or carelessness in operating equipment or machinery; disregard for the safety of the employee or others, or involvement in any accident that results in serious damage to equipment or property; disruption of a production or manufacturing process; or carelessness that results in any injury to the employee or others. If an employer elects to discipline an employee on the basis that the employee is under the influence or impaired by cannabis, the employer must afford the employee a reasonable opportunity to contest the basis of the determination.</p>	<ul style="list-style-type: none"> • Can have <i>reasonable</i> “zero tolerance” or drug free workplace policy. • Nothing in this law requires an employer to allow an employee to be <i>under the influence</i> or <i>use</i> marijuana in the workplace. • Nothing in this law shall limit or prevent discipline or termination of an employee for violating the employer's policy. • Employer may consider an employee to be impaired/under the influence if the employer “has a good faith belief” <ul style="list-style-type: none"> ▪ the employee manifests “articulable signs/symptoms that: <ol style="list-style-type: none"> 1. lessen performance 2. speech, behavioral, agility, dexterity 3. carelessness operating equipment, disregard for safety 4. involved in any accident or injury • Must afford anyone disciplined an <i>opportunity</i> to contest the basis of the determination.



Illinois Personal 'Adult' Use of Marijuana

Illinois Personal Use of Marijuana Law	
Statutory Language	Key Points
<p style="text-align: center;">Cannabis Legalization Equity Act. HB 1438</p> <p>(e) Nothing in this Act shall be construed to create or imply a cause of action for any person against an employer for:</p> <p>(1) actions taken pursuant to an employer's reasonable workplace drug policy, including but not limited to subjecting an employee or applicant to reasonable drug and alcohol testing, reasonable and nondiscriminatory random drug testing, and discipline, termination of employment, or withdrawal of a job offer due to a failure of a drug test; (Amended by SB 1557, Signed into law 12/04/19);</p> <p>(2) actions, including discipline or termination of employment, based on the employer's good faith belief that an employee was impaired as a result of the use of cannabis, or under the influence of cannabis, while at the employer's workplace or while performing the employee's job duties or while on call in violation of the employer's workplace drug policy; or</p> <p>(3) injury, loss, or liability to a third party if the employer neither knew nor had reason to know that the employee was impaired.</p> <p>(f) Nothing in this Act shall be construed to enhance or diminish protections afforded by any other law, including but not limited to the Compassionate Use of Medical Cannabis Pilot Program Act or the Opioid Alternative Pilot Program.</p> <p>(g) Nothing in this Act shall be construed to interfere with any federal, State, or local restrictions on employment including, but not limited to, the United States Department of Transportation regulation 49 CFR 40.151(e) or impact an employer's ability to comply with federal or State law or cause it to lose a federal or State contract or funding.</p> <p>(h) As used in this Section, "workplace" means the employer's premises, including any building, real property, and parking area under the control of the employer or area used by an employee while in performance of the employee's job duties, and vehicles, whether leased, rented, or owned. Workplace" may be further defined by the employer's written employment policy, provided that the policy is consistent with this Section.</p> <p>(i) For purposes of this Section, an employee is deemed "on call" when such employee is scheduled with at least 24 hours' notice by his or her employer to be on standby or otherwise responsible for performing tasks related to his or her employment either at the employer's premises or other previously designated location by his or her employer or supervisor to perform a work-related task.</p>	<ul style="list-style-type: none"> • No Cause of Action against an employer for . . . <ol style="list-style-type: none"> 1. drug testing (amended 12/04/19). 2. discipline including termination based on good faith belief the employee used or possessed at work or on duty. 3. discipline based on good faith belief employee was impaired or under the influence at work or on duty or on call. 4. injuries, loss, liability to a third party if the employer neither known or had reason to know the employee was impaired. • Nothing in this law interferes with required compliance with federal law.

Illinois Personal 'Adult' Use of Marijuana

Illinois Personal Use of Marijuana Law	
Statutory Language	Key Points
<p>Cannabis Legalization Equity Act, HB 1438</p> <p>Section 900-50. The Right to Privacy in the Workplace Act is amended by changing Section 5 as follows:</p> <p>(820 ILCS 55/5) (from Ch. 48, par. 2855)</p> <p>Sec. 5. Discrimination for use of lawful products prohibited.</p> <p>(a) Except as otherwise specifically provided by law, <u>including Section 10-50 of the Cannabis Regulation and Tax Act</u>, and except as provided in subsections (b) and (c) of this Section, it shall be unlawful for an employer to refuse to hire or to discharge any individual, or otherwise disadvantage any individual, with respect to compensation, terms, conditions or privileges of employment because the individual uses lawful products off the premises of the employer during nonworking and non-call hours. As used in this Section, "lawful products" means products that are legal under state law. For purposes of this Section, an employee is deemed on-call when the employee is scheduled with at least 24 hours' notice by his or her employer to be on standby or otherwise responsible for performing tasks related to his or her employment either at the employer's premises or other previously designated location by his or her employer or supervisor to perform a work-related task. however</p> <p>(b) This Section does not apply to any employer that is a non-profit organization that, as one of its primary purposes or objectives, discourages the use of one or more lawful products by the general public. This Section does not apply to the use of those lawful products which impairs an employee's ability to perform the employee's assigned duties.</p> <p>* * *</p> <p>(Source: P.A. 87-807.)</p>	<ul style="list-style-type: none"> • Amends <i>The Right to Privacy in the Workplace Act</i>. • Specifically references the new <i>Cannabis Regulation and Tax Act</i> (Personal Use of Marijuana law). • Unlawful to refuse to hire or discharge any individual or otherwise disadvantage re compensation terms, conditions of employment, etc. • for use of lawful products off employer premises or during nonworking, non-call hours. • "Lawful product" means products legal under state law. • This section doesn't apply to the use of those lawful products which impairs an employee's ability to perform the employee's assigned duties.





Marijuana Laws - Missouri

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Marijuana Laws - Missouri



- XIV Section 1. 2018
- Right to access medical marijuana
- 7. Additional Provisions.
 - (1) Nothing in this section permits a person to:
 - * * *
 - (c) Operate, navigate, or be in actual physical control of any dangerous device or motor vehicle, aircraft or motorboat while under the influence of marijuana; or
 - (d) **Bring a claim against any employer, former employer, or prospective employer** for wrongful discharge, discrimination, or any similar cause of action or remedy, **based on the employer, former employer, or prospective employer** prohibiting the employee, former employee, or prospective employee from being **under the influence** of marijuana while at work or disciplining the employee or former employee, up to and including termination from employment, for working or attempting to work while **under the influence of marijuana**.
 - (14) **Nothing in this section shall** be construed as mandating health insurance coverage of medical marijuana for qualifying patient use.

Marijuana Laws - Missouri



- **2022 Ballot Initiative Amend. 3, Section 1 (medical marijuana)**

(New) (15) Unless a failure to do so would cause an employer to lose a monetary or licensing-related benefit under federal law, **an employer may not discriminate** against a person in hiring, termination or any term or condition of employment or otherwise penalize a person, if the discrimination is based upon either of the following:

(a) **The person's status** as a qualifying patient or primary caregiver who has a valid identification card, including the person's legal use of a lawful marijuana product off the employer's premises **during nonworking hours**, unless the person was under the influence of medical marijuana on the premises of the place of employment or during the hours of employment; or

(b) **A positive drug test** for marijuana components or metabolites of a person who has a **valid qualifying patient** identification card, unless the person used, possessed, or was under the influence of medical marijuana on the premises of the place of employment or during the hours of employment.

Nothing in this subdivision shall apply to an employee in a position in which legal use of a lawful marijuana product affects in any manner a **person's ability to perform** job-related employment responsibilities or the safety of others, or conflicts with a bona fide occupational qualification that is reasonably related to the person's employment.



Why this
training is
Important

You don't have to be a defendant!



You could lose your house!



The Company Policy is Your Blueprint for Protection

Know Your Company Policy

For your protection, you must know what your Company policy requires, and requires of you. A Company policy should include at least the following:

- Company **statement** on drugs and alcohol.
- **Who** will be subject to testing.
- **What** substances will you test for.
- **Where** will you test. (on-site, clinic, lab)
- **When** will you test. (pre-employment, reasonable suspicion, post-accident, random, etc.)
- **How** will you test. (urine, oral fluid, hair, etc.)
- **Consequences** of violating the policy.



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The Company Policy is Your Blueprint for Protection



WHO will you test?

All Employees?



The Company Policy is Your Blueprint for Protection



WHAT will you test?

Drug/Alcohol Test Panels - The drug test panel may include the following substances, but not limited to, pursuant to this policy:

- Amphetamines (amphetamine, methamphetamine and MDMA),
- Marijuana,
- Cocaine,
- Opioids (codeine, morphine, 6-Acetyl Morphine, oxycodone/oxymorphone, hydrocodone/hydromorphone),
- Phencyclidine (PCP),
- Barbiturates,
- Benzodiazepines,
- Methadone,
- Methaqualone, and
- Propoxyphene.

Additional drug test panels may be added or removed from this panel, without further notice, as required pursuant to this policy. Additional testing may be required for client access for Medcor Advocate to work on client site.



The Company Policy is Your Blueprint for Protection



WHERE will you test?

- On-site
- In a clinic
- At a laboratory



The Company Policy is Your Blueprint for Protection



WHEN will you test?

- Pre-employment/Pre-Assignment;
- Reasonable Suspicion;
- Post-accident/injury;
- Random;
- Return-to-Duty;
- Follow-up to a violation;
- Other – Per customer requirement



The Company Policy is Your Blueprint for Protection



HOW will you test?

Testing Practices - In order to enforce this policy, the Company will conduct drug testing of applicants and employees and may implement any test required or permitted by state and/or federal law or the regulations of any state or federal agency. Generally, testing will be performed before, during, or after the regular workday. Testing will be performed at a SAMSHA-certified approved laboratory.

Advocates will be compensated for the time it takes to perform testing.

A top-down view of a wooden table with several hands of different skin tones reaching towards a central puzzle. The puzzle is partially assembled, with some pieces missing. The hands are positioned around the puzzle, suggesting a collaborative effort to solve it. The background is a dark, semi-transparent rectangle containing the text.

SUPERVISOR REASONABLE SUSPICION TRAINING

“SOMETHING MORE THAN A HUNCH”

Reasonable Suspicion



What Is It?



Drug Use Trends: Americans are 'self medicating'

- Overall drug testing positivity rate reached 16-year high (4.5%)*
- Marijuana positivity increased **16.1%** in **urine** tests between 2019 and 2020.*
- Marijuana positivity increased **35.2%** in **oral fluid** tests between 2019 and 2020.*
- In states with legal adult-use of marijuana the positivity rate increased by **118.2%** between 2012 and 2020.*
- In states with medical use of marijuana the positivity rate increased by **68.4%** between 2012 and 2020.*
- In states with no legalized use of marijuana the positivity rate increased **57.9%**.*
- General positive test rates for Federally-regulated testing has increased.
- Positive rates for Amphetamine & Cocaine use is up.
- Alcohol & legal marijuana sales spiked dramatically over the last ~18 months.

*Source: <https://www.questdiagnostics.com/home/physicians/health-trends/drug-testing/>



Reasonable Suspicion

Illinois Cannabis Regulation and Tax Act

Employer may consider an employee to be impaired/under the influence if the employer “has a **good faith belief**” the employee manifests articulable signs/symptoms that:

1. lessen performance
2. speech, behavioral, agility, dexterity
3. **carelessness** operating equipment, disregard for safety
4. involved in any **accident** or **injury**



A Drug Test is a Search

Skinner v Railway Labor Executives' Assoc., 489 US 602 (1989)



Reasonable Suspicion – What Is It?

Terry V. Ohio

392 U.S. 1
(1968)

“Something more than a hunch.”

- Based on *specific and articulable facts*.
- Where a man of ‘reasonable caution in the belief’ that the action taken was appropriate.

Based on 1959 US Supreme Court decision, *Henry v. United States*, 361 U.S. 98, 102, 80 S.Ct. 168, 4 L.Ed.2d 134 (1959)



Reasonable Suspicion – What Is It?

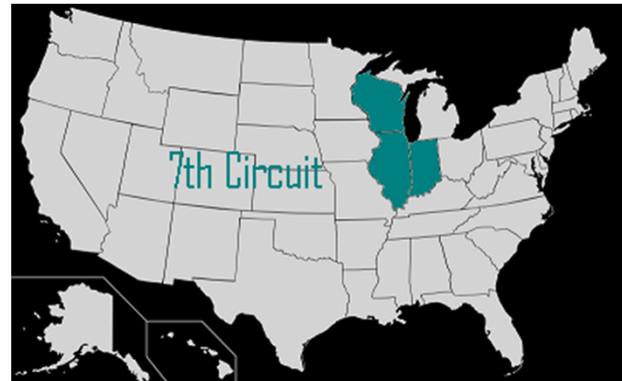
US v. Hagenow

423 F.3d 638

(Seventh Cir. 2005)

“Reasonable suspicion amounts to something less than probable cause but more than a hunch.”

“. . . Must be based on common-sense judgments and inferences about human behavior.”





“Less Than Probable Cause, But More Than A Hunch”

Proof that . . .

Employee *may have* violated Company policy.

Employee *may have* used drugs or alcohol.

?

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Something More Than a HUNCH

Defined as . . .

“a feeling or guess based on intuition rather than known facts.”



Something More Than a HUNCH - Other Courts

“. . . sufficient probability, not certainty, is the touchstone of reasonableness under the Fourth Amendment”

- Hill v. California, 401 U.S. 797, 804 (1971).



Reasonable suspicion means
PROOF

Starts With A Hunch

Now let's compare
this to other levels of
legal proof...



Reasonable Suspicion means

PROOF

Proof of what?

J
A
I
L

H
U
N
C
H

Beyond
Reasonable
Doubt



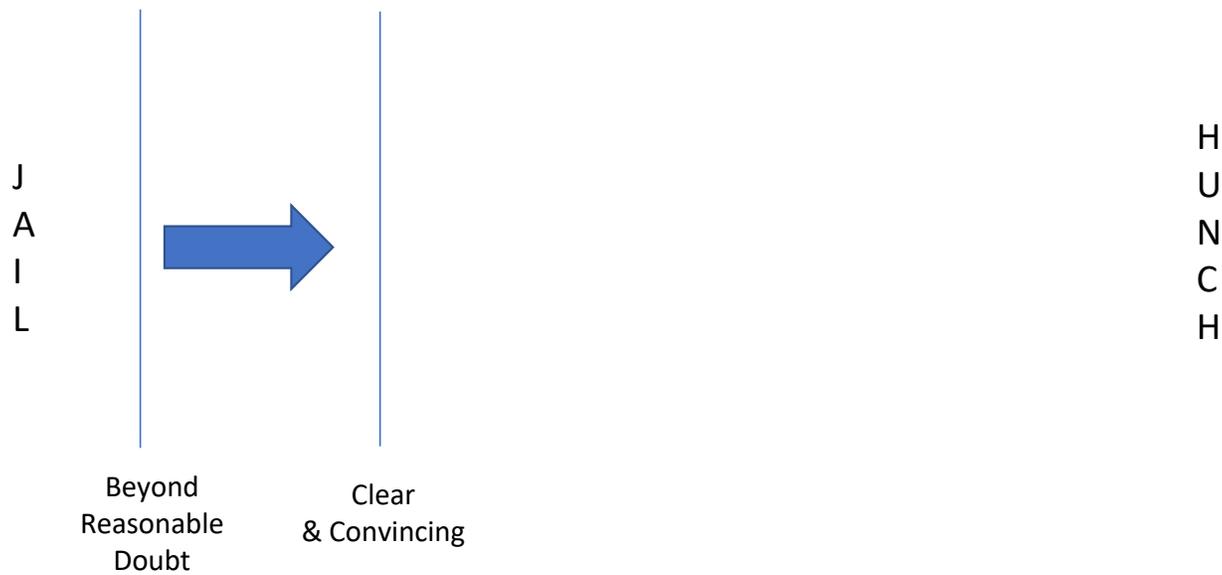
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Reasonable Suspicion means

PROOF

Proof of what?



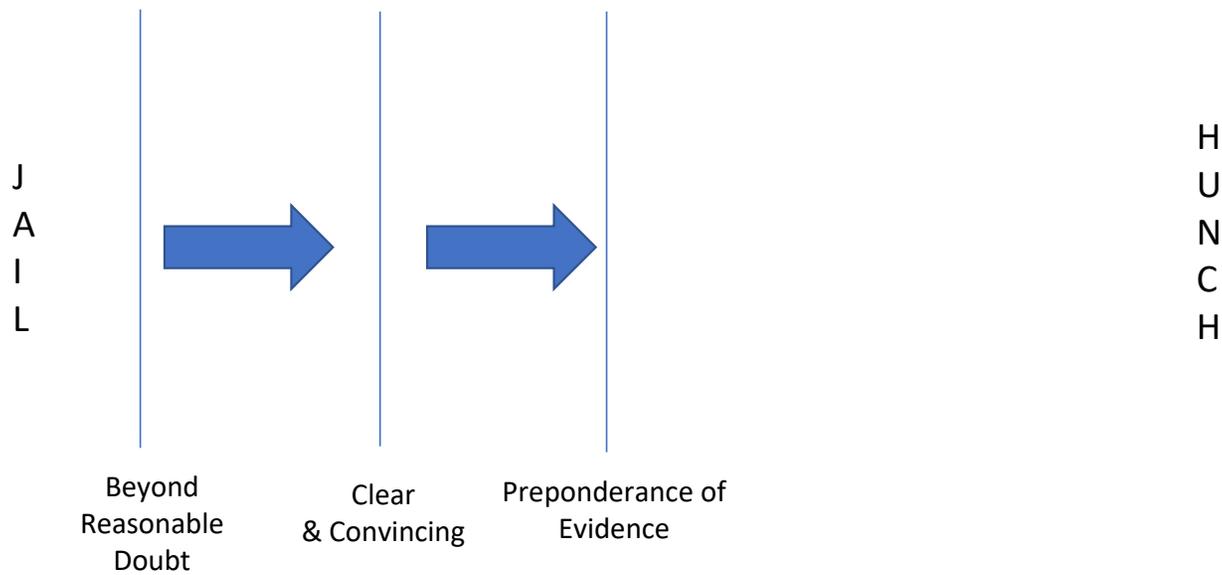
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Reasonable Suspicion means

PROOF

Proof of what?



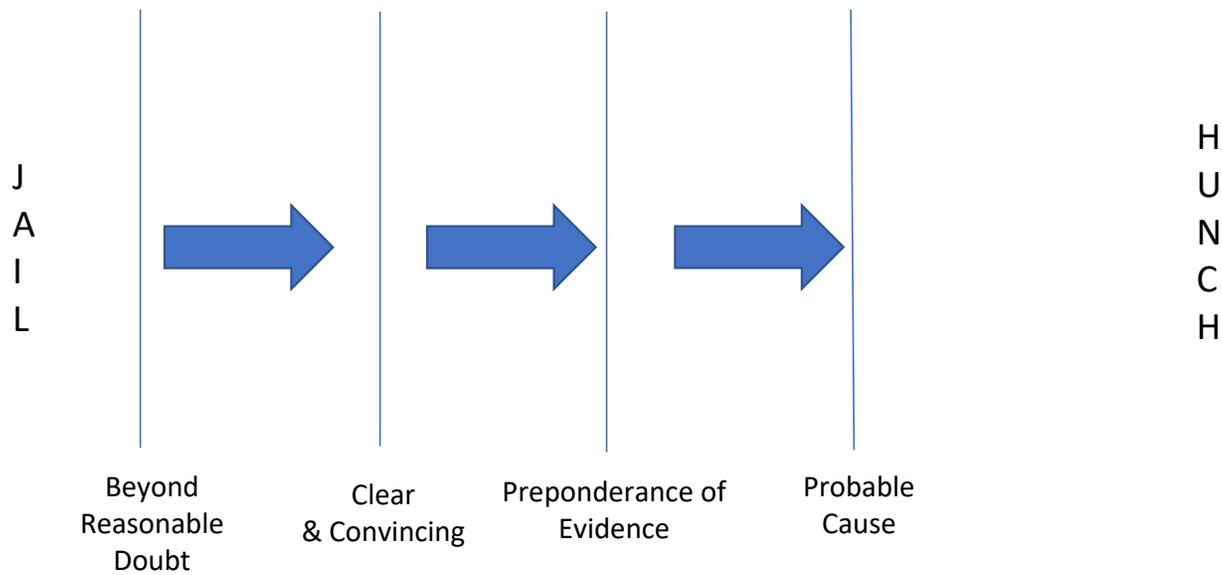
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Reasonable Suspicion means

PROOF

Proof of what?



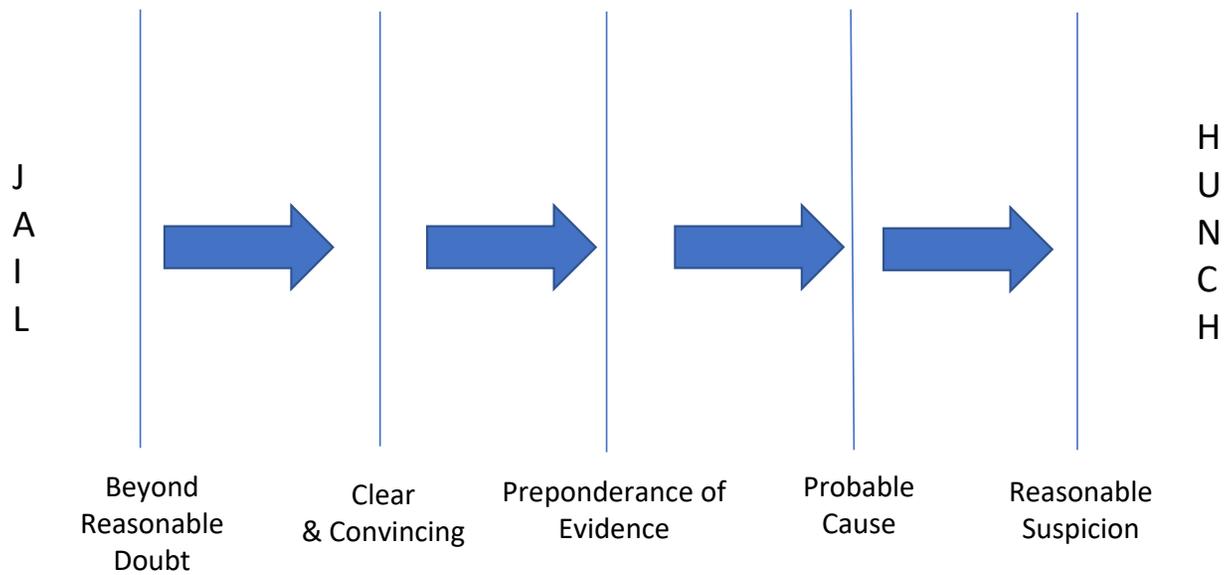
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Reasonable Suspicion means

PROOF

Proof of what?



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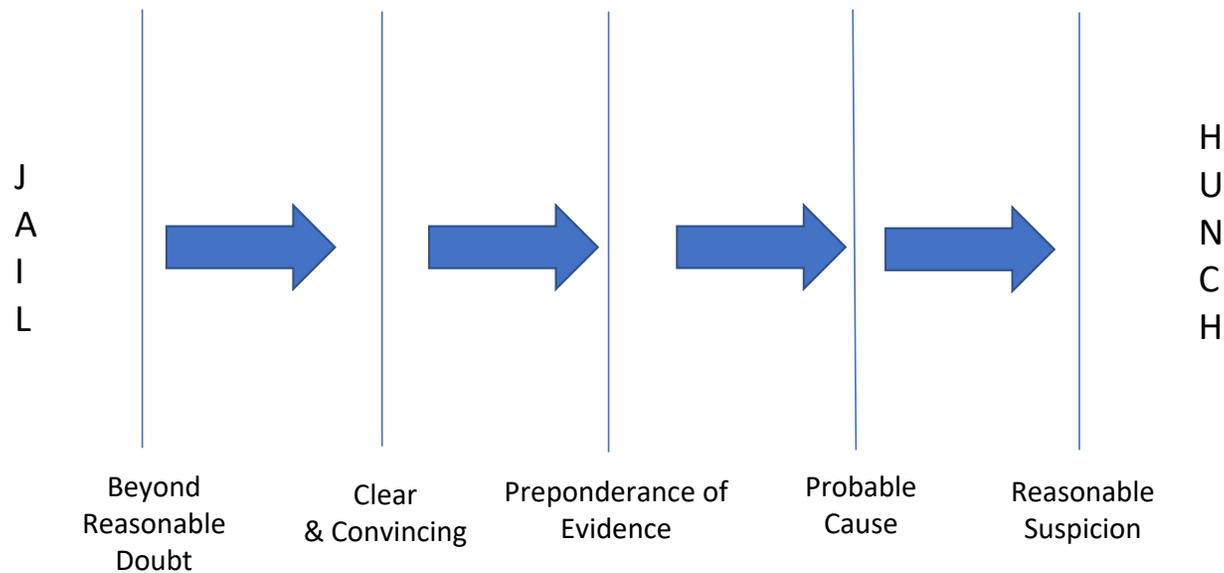


So, What Does All That Mean?

Reasonable Suspicion means

PROOF

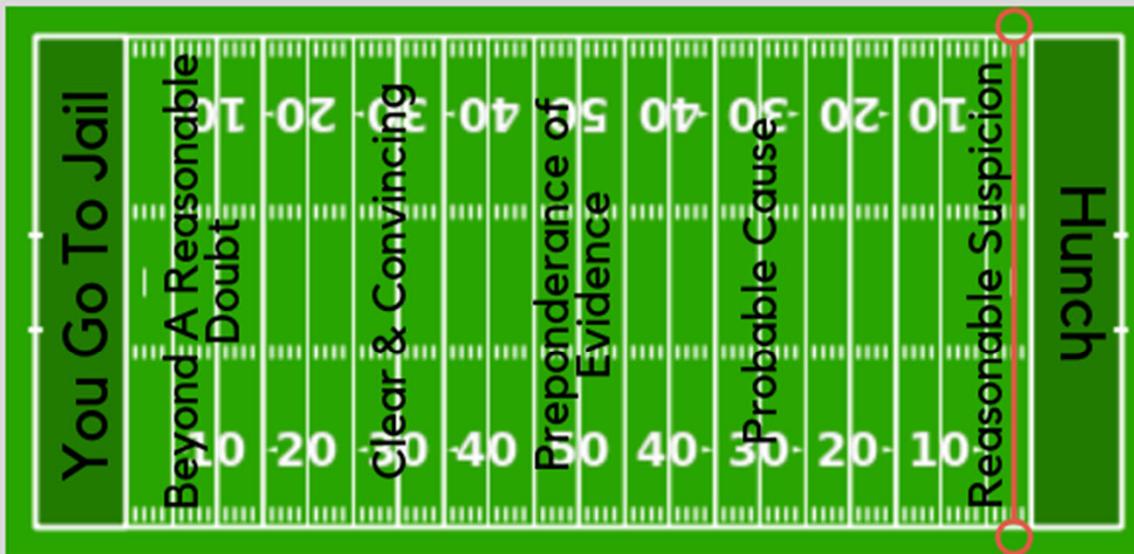
Proof of what?



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Reasonable Suspicion

Some situational examples:

1. Smell or observation.
1. Anonymous tip.
1. Co-worker report.
1. Possession or other physical evidence.



Know What Can Affect Your Environment

Drugs of Abuse



Drug Scheduling – Controlled Substances Act



Schedule I - defined as drugs with **no currently accepted medical use** and a **high potential for abuse**. Some examples of Schedule I drugs are:

Schedule II - defined as drugs with a **high potential for abuse**, with use potentially leading to severe psychological or physical dependence. These drugs are also considered dangerous. Some examples of Schedule II drugs include: hydrocodone (Vicodin), cocaine, methamphetamine, methadone, hydromorphone (Dilaudid), meperidine (Demerol), oxycodone (OxyContin), fentanyl, Dexedrine, Adderall, and Ritalin

Schedule III - defined as drugs with a **moderate to low** potential for physical and psychological dependence. Some examples of Schedule III drugs include Products containing less than 90 milligrams of codeine per dosage unit (Tylenol with codeine), ketamine, anabolic steroids, testosterone

Schedule IV - defined as **low potential for abuse and low risk of dependence**. Some examples of Schedule IV drugs include Xanax, Darvon, Darvocet, Valium, Ativan, Talwin, Ambien, Tramadol

Schedule V - drugs with **lower potential for abuse** than Schedule IV and consist of preparations containing limited quantities of certain **narcotics**. Some examples of Schedule V drugs are cough preparations with less than 200 milligrams of codeine (Robitussin AC) and Lyrica and now a THC-derived CBD called *Epidiolex*.



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Marijuana





Marijuana

What is it?

Mind-altering psychoactive drug. Dry, shredded, green/brown mix of flowers, stems, seeds and leaves from the cannabis sativa plant. THC (delta-9-tetrahydrocannabinol) is the main ingredient that produces the psychoactive effect.

How does it affect the body?

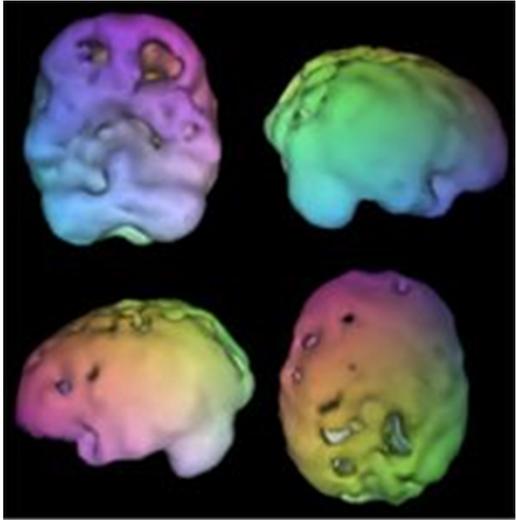
- Relaxation, disinhibition, increased appetite, sedation, increased sociability
- Effects memory and learning
- Difficulty in thinking and problem-solving
- Hallucinations
- Impaired judgment, reduced coordination
- Distorted perception
- Decreased blood pressure, increased heart rate, dizziness, nausea, tachycardia
- Confusion, anxiety, paranoia, drowsiness
- Respiratory ailments

Paraphernalia: Joints, cigarettes, blunts, bong, pipe, vapor pen, a bag of green leafy substance, edibles, product packaging with distinct branding.



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SPECT Image:
25 year-old daily marijuana smoker



?
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ALCOHOL

Alcohol: The most abused drug in the United States and the leading cause of workplace incidents.

- **70%** of people ages 18 or older reported that they drank alcohol in the past year;
- **56%** reported that they drank in the past month.
- **26%** reported that they engaged in binge drinking in the past month.
- An estimated **88,000** people die from alcohol-related causes annually.

Street Names:

- Beer, Wine, Booze, Liquor, Shots, Drunk, Cold One, Hard Stuff, Hooch, Liquid courage, many others.

Use:

- Most commonly a liquid or drink, sometimes found in powder form.

Effects: •Slurred Speech •Glassy or bloodshot eyes •Unsteady, unbalanced, staggering •Intense emotion or change in mood •A blank non-reactive stare or total loss of consciousness, which can be signs of potential alcohol poisoning.

Paraphernalia: Beer bottles or cans, wine bottles, airplane bottle size shots, bags of unknown liquid, other misc. cups, canisters, bottles.





BLOOD ALCOHOL CONTENT (BAC) Table for Male (M) / Female (F)

Number of Drinks		Body Weight in Pounds							Driving Condition	
		100	120	140	160	180	200	220		240
0	M	.00	.00	.00	.00	.00	.00	.00	.00	Only Safe Driving Limit
	F	.00	.00	.00	.00	.00	.00	.00	.00	
1	M	.06	.05	.04	.04	.03	.03	.03	.02	Driving Skills Impaired
	F	.07	.06	.05	.04	.04	.03	.03	.03	
2	M	.12	.10	.09	.07	.07	.06	.05	.05	
	F	.13	.11	.09	.08	.07	.07	.06	.06	
3	M	.18	.15	.13	.11	.10	.09	.08	.07	
	F	.20	.17	.14	.12	.11	.10	.09	.08	
4	M	.24	.20	.17	.15	.13	.12	.11	.10	Legally Intoxicated
	F	.26	.22	.19	.17	.15	.13	.12	.11	
5	M	.30	.25	.21	.19	.17	.15	.14	.12	
	F	.33	.28	.24	.21	.18	.17	.15	.14	

Subtract .01% for each 40 minutes that lapse between drinks.
1 drink = 1.5 oz. 80 proof liquor, 12 oz. 5% beer, or 5 oz. 12% wine.

Fewer than 5 persons out of 100 will exceed these values.



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Binge Drinking

For women, 4 or more drinks consumed on one occasion

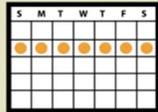


For men, 5 or more drinks consumed on one occasion



Heavy Drinking

For women, 8 or more drinks per week



For men, 15 or more drinks per week



Any alcohol used by pregnant women



Any alcohol used by those under the age of 21 years



Heavy Alcohol Use Higher in College Students than Non-College Peers

BINGE DRINKING
Five or more drinks in a row

INTOXICATION
Having been drunk



Past 2 Weeks



Past Month



College Student Group



Non-College Group

<https://sites.sju.edu/wade/for-coaches-resources/alcohol-use-image/>



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What health problems are associated with excessive alcohol use?

Excessive drinking both in the form of heavy drinking or binge drinking, is associated with numerous health problems, including:

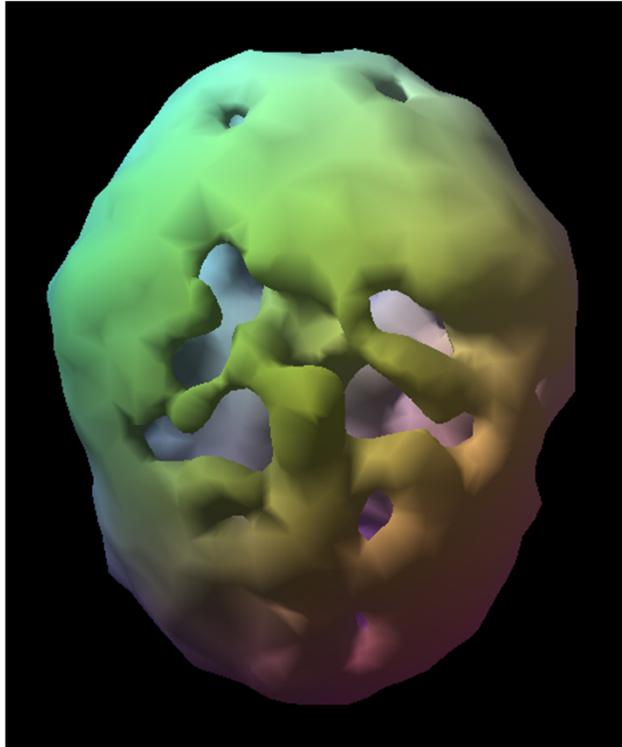
- Chronic diseases such as liver cirrhosis (damage to liver cells); pancreatitis (inflammation of the pancreas); various cancers, including liver, mouth, throat, larynx (the voice box), and esophagus; high blood pressure; and psychological disorders.
- Unintentional injuries, such as motor-vehicle traffic crashes, falls, drowning, burns, and firearm injuries.
- Violence, such as child maltreatment, homicide, and suicide.
- Harm to a developing fetus if a woman drinks while pregnant, such as fetal alcohol spectrum disorders.
- Sudden infant death syndrome (SIDS).
- Alcohol use disorders.

<https://www.cdc.gov/alcohol/faqs.htm#excessivealcohol>

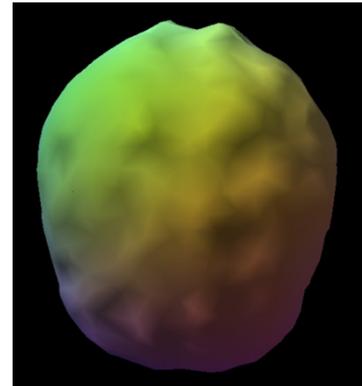


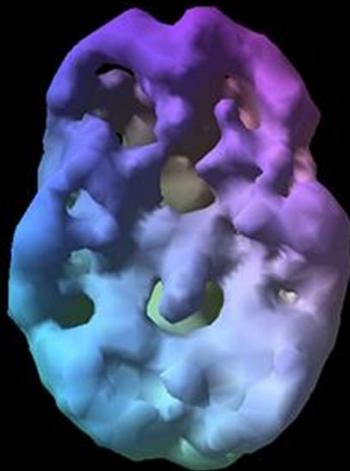
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Effects of Long-Term Alcohol Abuse on Brain





WHOSE BRAIN ARE WE LOOKING AT?

48-YEAR-OLD WITH 22 YEARS OF DAILY ALCOHOL USE AND A HISTORY OF PAST HEAD INJURY. NOTE THE MARKED SCALLOPING AND OVERALL DECREASED ACTIVITY



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What Causes Hangover Symptoms?

A number of factors can contribute to hangovers:

- *Mild dehydration*
- *Disrupted sleep*
- *Gastrointestinal irritation:*
- *Inflammation:*
- *Acetaldehyde exposure:*
- *Mini-withdrawal:*

Because individuals are so different, it is difficult to predict how many drinks will cause a hangover. Any time people drink to intoxication, there is a chance they could have a hangover the next day.



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Cocaine



Cocaine

What is it?

A white, crystalline powder derived from coca leaves. Cocaine base (crack) looks like small, irregularly shaped white rocks.

Street Names

Coca, Coke, Crack, Crank, Flake, Rock, Snow, Soda Cot, White Lady

How does it affect the body?

- Smoking or injection creates an intense euphoric 'rush'
- Tolerance builds quickly, easy to overdose
- Cardiac arrhythmias
- Increased blood pressure and heart rate
- Restlessness, irritability, anxiety, paranoia
- Insomnia, loss of appetite
- Convulsion, Sudden cardiac arrest, stroke or death
- The crash that follows a high is mental and physical exhaustion, sleep, and depression lasting several days. Following the crash, users crave cocaine again.

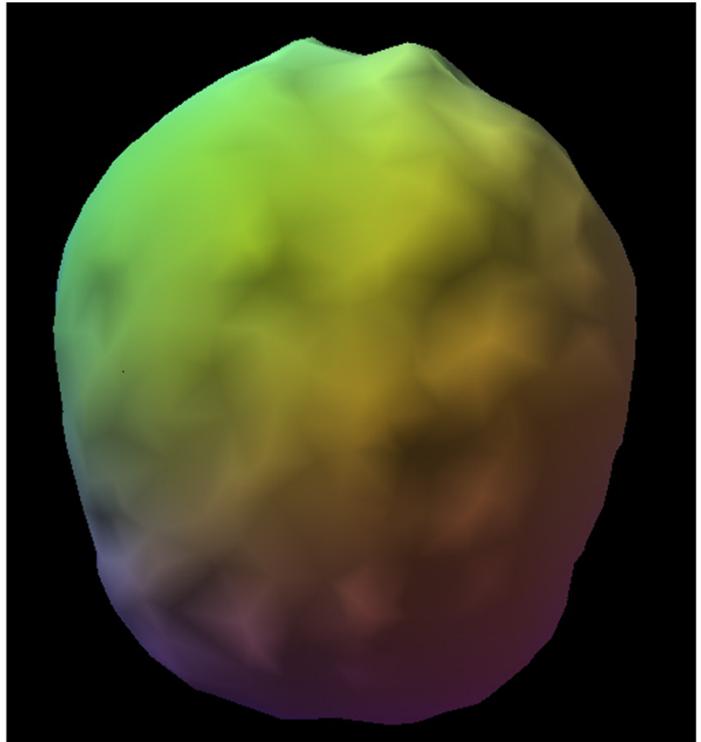
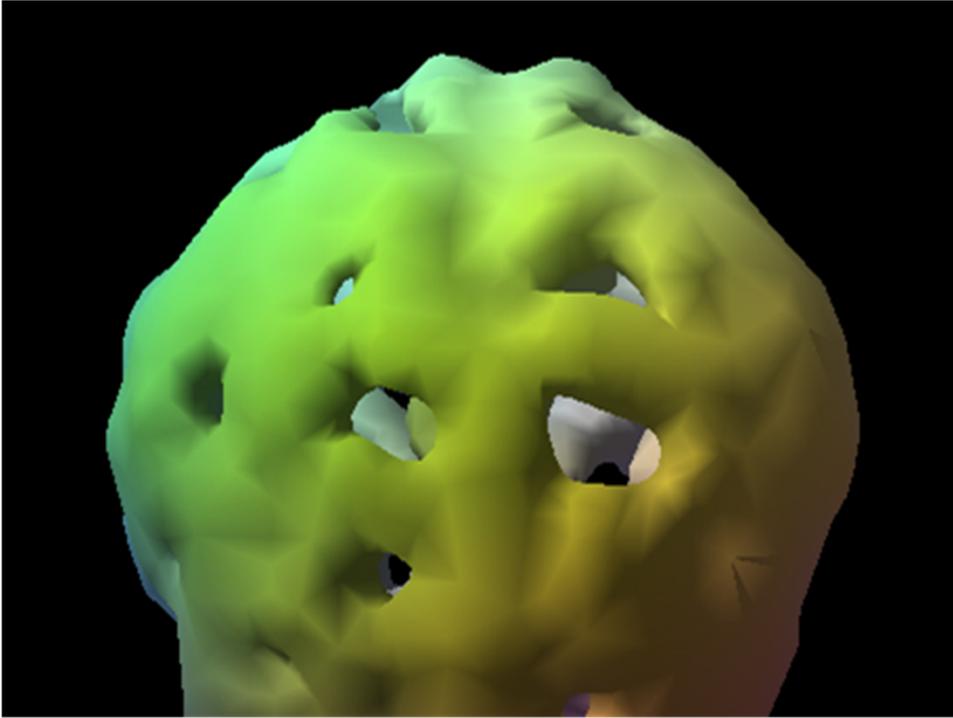
How is it used?

Snorted, Dissolved in water and injected, Crack cocaine is smoked. Cocaine users usually binge on the drug until they are exhausted or run out of cocaine.



Paraphernalia: White power substance (or small, irregularly shaped white rocks), straw, a burnt spoon, needle, pipe, rolled dollar bill.







Opioids

108,174
Overdose Deaths in
12 months ending
April 2022
in the U.S.

NCHStats

A Blog of the National Center for Health Statistics

Home About Releases Products Resources Publications Surveys NHANES

Provisional Drug Overdose Deaths from 12 months ending in April 2022

September 14, 2022

Figure 1b. Percent Change in Predicted 12 Month-ending Count of Drug Overdose Deaths, by Jurisdiction: April 2021 to April 2022

Legend for Percent Change in Predicted 12 Month-ending Count of Drug Overdose Deaths

- Selected jurisdiction or national count of deaths
- Decreased
- Increased

Percent Change for United States: 6.9 ▲

New provisional data show that the number of drug overdose deaths occurring in the United States increased by almost 7% from the 12 months ending in April 2021 to the 12 months ending in April 2022, from 101,167 to 108,174.

The number of opioid-involved drug overdose deaths in the United States for the 12-month period ending in April 2022 (81,692) increased from 76,383 in the previous year.

You are currently browsing the archives for the opioid category.

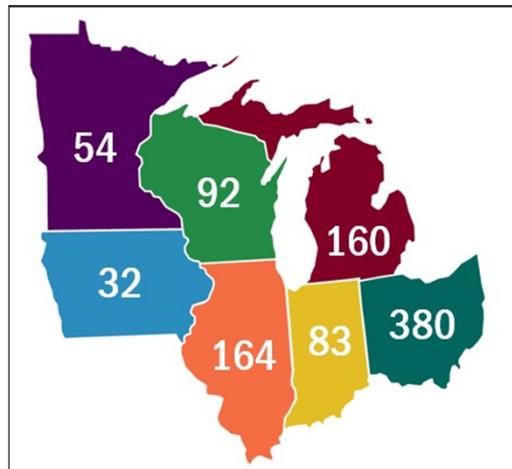
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NCHS TWITTER

- o RT @NHLBI_Translate: .@NIH: Join @nnlmnto @NIHprevents @HealthGov & @NCHStats on 10/6 for #HealthyPeople 2030 and the Role of Public Librar... 1 hour ago
- o #STATOFTHE DAY 7 out of 10 U.S. adults aged 65



Prescriptions @ Work in the Midwest



Nearly 1,000 **construction workers** across the Midwest **died** from an opioid overdose in 2015

Construction Worker Deaths by State
from Opioid Overdoses, 2015



The Midwest Policy Institute:
<https://midwestpi.files.wordpress.com/2018/02/opioids-and-construction-final2.pdf>

Prescriptions @ Work in The Midwest

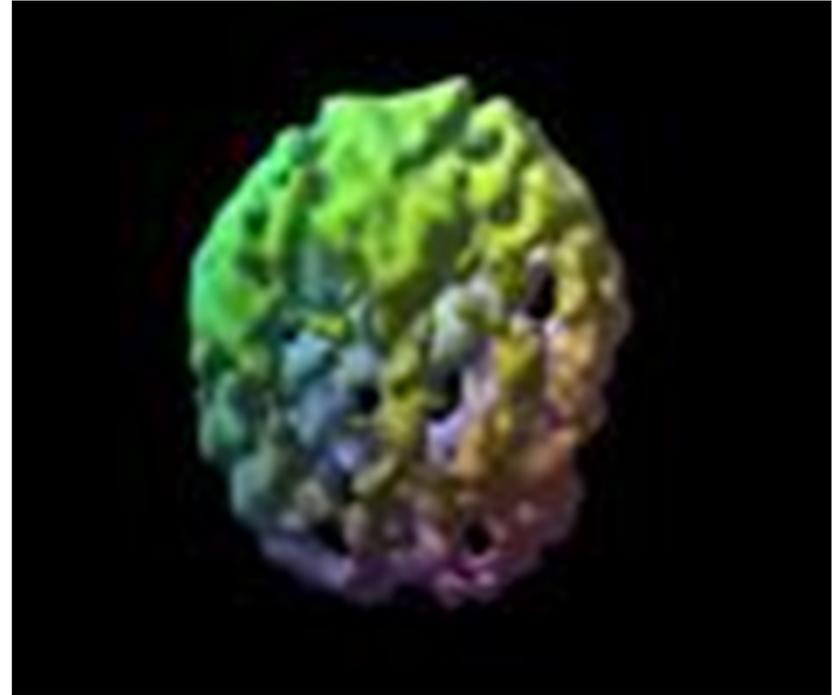
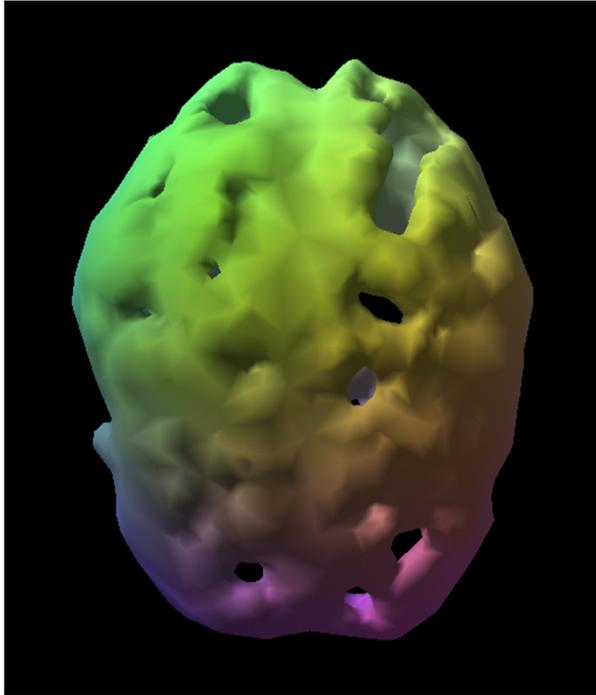
The opioid epidemic **cost** the Midwest's construction industry an estimated **\$5.2 billion** in 2015.

Illinois \$867 million;
Indiana \$450 million;
Iowa \$168 million;
Michigan \$858 million;

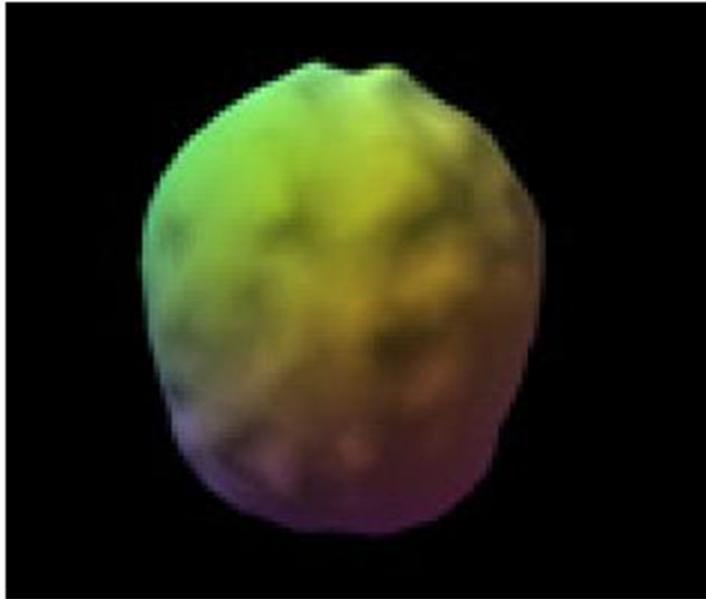
Minnesota \$292 million;
Ohio \$2 billion; and
Wisconsin \$524 million.

The Midwest Policy Institute:
<https://midwestpi.files.wordpress.com/2018/02/opioids-and-construction-final2.pdf>

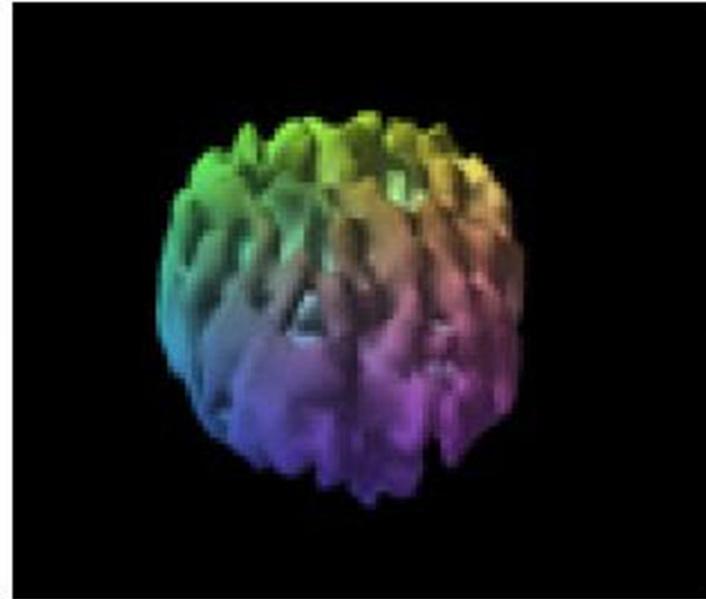




Heroin



Normal view of brain



25 years of frequent heroin use



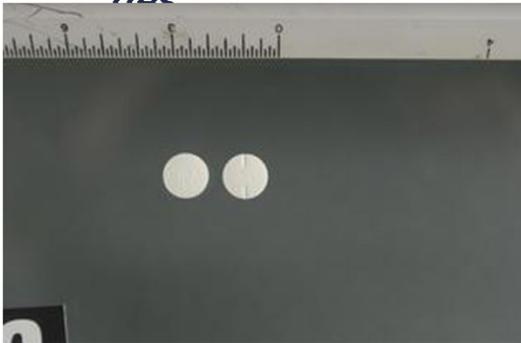
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Amphetamines

Amphetami nes



How is it used?

Orally or injected. “Ice” or crystallized methamphetamine hydrochloride is smoked.

Paraphernalia: Pipe, Pill Bottle, Bag of pills, Needle.

What is it?

Prescription stimulants used to treat Attention-deficit hyperactivity disorder (ADHD). Used as a study aid, to stay awake, and to suppress appetites. Prescribed as Adderall®, Concerta®, Dexedrine®, Focalin®, Metadate®, Methylin®, Ritalin®.

Street Names

Bennies, Black Beauties, Crank, Ice, Speed, Uppers, Meth, AMPs

How does it affect the body?

- Similar to cocaine, but slower onset and longer duration
- Increased body temperature, blood pressure and pulse rates, insomnia, loss of appetite, physical exhaustion
- Chronic abuse produces a psychosis that resembles schizophrenia: paranoia, hallucinations, violent and erratic behavior
- Overdose can be fatal



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Phencyclidine (PCP)



Phencyclid



How is it used?

- Tablets, capsules are swallowed
- In powder form, snorted
- Leafy material sprayed or dipped in liquid and smoked

Paraphernalia: White powder substance, straw, pills, vile of liquid, cigarette that looks wet.

What is it?

Synthetically produced hallucinogen.

Street Names

Angel Dust, Boat, Crystal, Embalming Fluid, Hog, Ozone, Rocket Fuel, Shermans, Supergrass, Tic Tac, Wack, or Zoom.

How does it affect the body?

- Dissociative drug, induces distortion of sight and sound and produces feelings of detachment
- Disorientation, delirium
- Sedation, immobility, amnesia
- Numbness, slurred speech, loss of coordination
- Feeling of strength, power, and invulnerability
- Increased blood pressure, rapid and shallow breathing, elevated heart rate and temperature
- Addictive

DSCI

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Fentanyl



Fentan



How is it used?

Orally or injected. “Ice” or crystallized methamphetamine hydrochloride is smoked.

Paraphernalia: Patches, pills, white power substance, pipe, needle.

What is it?

Fentanyl is a synthetic opioid that is 80-100 times stronger than morphine. Pharmaceutical fentanyl was developed for pain management treatment of cancer patients, applied in a patch on the skin. Because of its powerful opioid properties, Fentanyl is also diverted for abuse. Fentanyl is added to heroin to increase its potency or be disguised as highly potent heroin. Many users believe that they are purchasing heroin and actually don't know that they are purchasing fentanyl – which often results in overdose deaths. Clandestinely-produced fentanyl is primarily manufactured in Mexico.

Street Names

Apace, China Girl, China Town, China White, Dance Fever, Goodfellas, Great Bear, He-Man, Poison and Tango & Cash

How does it affect the body?

- Intense, short-term high
- Temporary feelings of euphoria
- Slowed respiration and reduced blood pressure
- Nausea
- Fainting
- Seizures & Death



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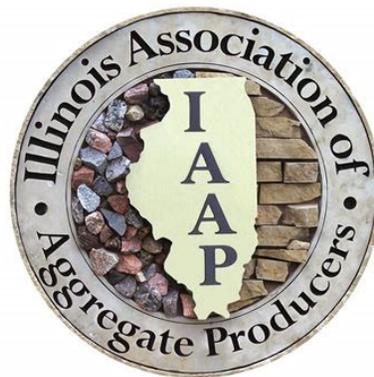
Thank YOU!

What
questions
do you
have?



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