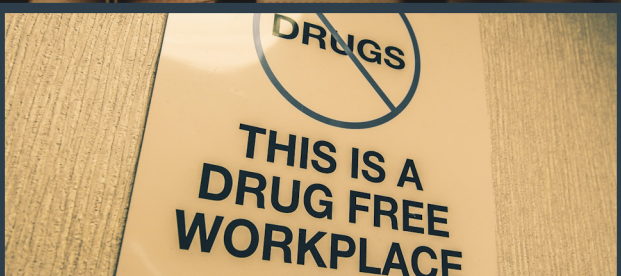




CAYUGA DRUG & ALCOHOL TESTING

WORKPLACE SOLUTIONS NEWSLETTER / ISSUE 1 / 2021

(315) 282-7933 | www.cayugadna.com



How the New Marijuana Laws in NYS May Impact Employers



How a Drug & Alcohol Policy Can Help With Prevention

Benefits of Teaching Children Nutrition Education



How the New Marijuana Laws in NYS May Impact Employers

New York state is currently working to legalize and regulate the adult-use of cannabis and improve our existing medical marijuana programs. These new changes will not only impact those that use cannabis, but they will also impact employers and business owners.

Currently there are two different bills that have been introduced the first being the MRTA (Marijuana Regulation and Taxation Act) and the CRTA (Cannabis Regulation and Taxation Act).

The MRTA is very employee centric meaning employers can have a drug and alcohol-free workplace policy, but to enforce it they need to have specific articulable observations about the employee's behavior that indicates the employee's behavior is greatly being impacted.

Utilizing a training service that trains employers and supervisors on reasonable suspicion is a great way to adapt to these new laws. MRTA, essentially does not allow employers to regulate what their employees do when they are not in the workplace.

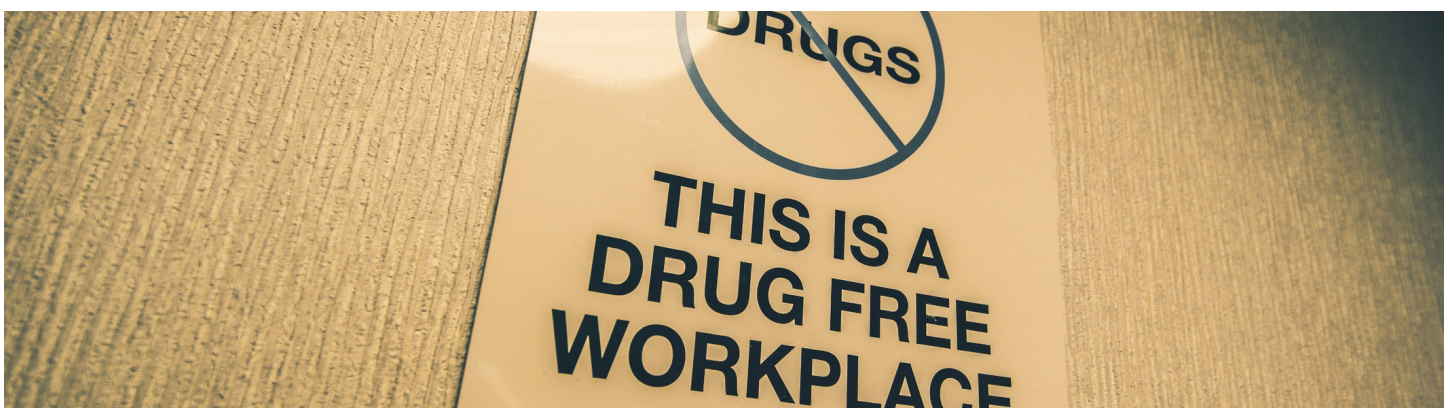
Under both the MRTA and the CRTA the employer has the right to prohibit employees from bringing

drug paraphernalia into their place of work. The legalization of the recreational use of marijuana does not necessarily mean that employers must exclude marijuana from the panel that they use when testing their employees.

When it comes to employment testing, a great option for employers would be saliva based, or oral-fluid, drug tests.

In states that have passed remarkably similar laws regarding marijuana use, they have switched from urine-based drug tests to saliva-based drug tests because the window of detection is a lot smaller which shows a more accurate relationship to actual impairment while on duty.

The primary goal is to determine whether an employee was under the influence while at work, but it also allows employers to cover themselves from liability issues that may arise if they were to exclude marijuana from their panel of drugs that they test their employees for. Mobile testing in combination with oral-fluid drug tests are an excellent solution for any post-accident or reasonable suspicion testing.



Benefits of Teaching Children Nutrition Education

Nutrition education is a comprehensive health education program that empowers children and adults with the knowledge and skills to make healthy food and life choices. Children receive, on average, less than 8 hours per year far below the 40 to 50 years that experts recommend. When taught by trained professionals, nutrition education can help educate children on making nutritious choices as well as build a foundation to shape healthy behaviors.

Incorporating important life skills such as teaching students how to prepare healthy well-balanced meals on a budget into the curriculum will help kids from low-income families as well as young adults that have financial strains.

Children in a low-income household in which the head of household buys what they can afford, typically processed and unhealthy foods, can learn how to decrease food cost through strategic food buying and meal planning which in turn lowers fast food consumption.

Having a hands-on approach, teaching children how to grow their own food, having open discussions with them, exposing them to new foods that they may not otherwise be exposed to can really make a difference in a child's life. There are plenty of ways we can make nutrition education fun for kids, but still be impactful.

Risky behaviors such as using anabolic steroids, diet pills, and muscle building supplements have been shown to decrease among students that participate in programs that put an emphasis on nutrition and substance abuse prevention education.

Childhood obesity is currently a growing epidemic in the United States and educating our youth on nutrition can help eliminate the rising statistic. Nutrition education can also help young students that are developing eating disorders such as binge eating, anorexia nervosa, and bulimia nervosa.



Many young athletes that participate in sports such as track often develop eating disorders due to the pressure to be lean, but by educating them on how they can maintain their weight in a healthy way we can help prevent and treat eating disordered eating. Teaching children how to make responsible and healthy food choices empowers them with the tools they need to function as a healthy adult later in life.

Malnutrition can increase disease risk and produce cravings for drugs or alcohol. Nutrition is even a vital part to treating those who struggle with substance abuse. We can use nutrition to improve the brain's ability to form connections and rearrange old ones; addiction essentially is an example of this.

Proper nutrition can help the brain re-stabilize healthy neurotransmission during recovery. There are so many things in our bodies and in our lives that nutrition impacts, hence why it is so vital that we begin teaching children from an early age how to treat their bodies.

How a Drug & Alcohol Policy Can Help With Prevention



The benefits of creating a drug and alcohol policy will lead to a healthy, more productive work environment. While having a policy is more important in some fields than others, having something in writing for even the most basic tasks can cover your company against liabilities such as workplace accidents and terminations.

Employees that are under the influence create more safety risks than normal during the day-to-day operations of your business. Making sure that they are sober has the potential of reducing your workers compensation premiums and payouts.

Keeping your employees drug and alcohol-free ensures a healthier work environment. Persons who are regular users are more prone to chronic health problems such as liver disease, gastrointestinal problems, unhealthy weight (gain or loss), disruptive sleep patterns, diabetes complications and a higher risk of cancer to name a few. Having a concrete drug and alcohol policy gives your employees specific guidelines to follow to keep them healthy, productive and in attendance while preserving your customers' safety. Keeping your workplace drug and alcohol-free is a key selling point with your vendors and suppliers so they can be confident that your transactions will be hassle-free.

Cayuga Drug and Alcohol Testing can assist you with creating parameters that are clear and concise for your employees to follow so they do not become substance dependent. Once your policy is in place, we are here for all your testing needs. We provide rapid or Point of Collection Testing (POCT), urine and oral rapid testing devices that can yield preliminary results in 10 minutes.

Cayuga Drug and Alcohol Testing will confirm any positive preliminary result with our lab testing. If you decide to randomly test your employees, we offer standard lab testing of urine and oral fluid/saliva drug screenings, which are the most popular options. Oral fluid/saliva screenings are the most common choice, due to its quick processing and minimally intrusive collection methods. In addition, the collections are always observed, meaning that it is incredibly difficult for an employee to alter their specimen in any way. Contact Cayuga Drug and Alcohol Testing to set up your policy or testing today.

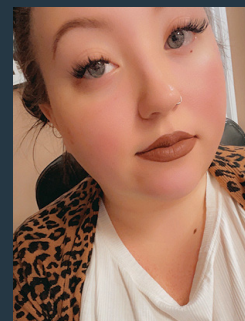
HOW CAN CAYUGA DRUG AND ALCOHOL TESTING HELP YOU?

DOT & Non-DOT Urine Drug Screenings // Non-DOT Oral-Fluid Drug Screenings // Non-DOT Hair Drug Screenings
Breath Alcohol Testing // Legal DNA Testing // Rapid Testing // Mobile and On-Site Testing Available

MEET THE **CAYUGA** DRUG & ALCOHOL TESTING **TEAM**



Brian Muldrow is the President of Cayuga Drug and Alcohol Testing. Brian is a member of many boards in the community and is also a proud advocate for social justice.



Kiersten Seneca is the team leader and a certified trainer for Cayuga Drug and Alcohol Testing. She oversees the basic operations of the company, social media, and our podcast.