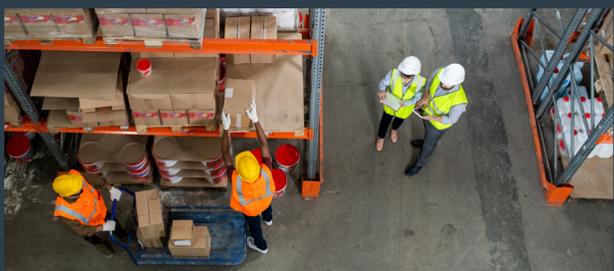




CAYUGA DRUG & ALCOHOL TESTING

WORKPLACE SOLUTIONS NEWSLETTER / ISSUE 2 / 2021

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Reasonable Suspicion - What Is It and How Does It Affect Your Business?

Department of Transportation Updates



Cayuga DNA Announces New Products and Services for Clients

Reasonable Suspicion - What Is It and How Does It Affect Your Business?



The legalization of recreational Marijuana in New York State left many employers unsure of how to proceed. With the lack of guidance this new law gave employers many labor and employment attorneys are recommending employers update their company policies and have their supervisors go through reasonable suspicion training. These two recommendations can help guide not only the employer, but the supervisors and employees through this major change.

It is important to note that while Marijuana is legal in the state of New York, it is still a controlled substance under the Controlled Substance Act which means that if you must comply with the Department of Transportation regulations you must continue including Marijuana in your testing panel and continue screening your employees that are covered by those regulations.

For example, a commercial driver's license holder cannot use Marijuana and if they test positive for Marijuana must be removed from their safety sensitive duties immediately. The law recently passed states that an employer cannot take any adverse action against an employee or applicant for the lawful use of Marijuana.

What does this mean for employers? As an employer, your first important tool is your company policy. A labor and employment attorney can help you review your policy and make edit suggestions that would protect you as an employer while still complying with the law.

One suggestion they might have is to update your policy to state that the use of Marijuana is prohibited while on company property or while using company property such as a company vehicle.

Reasonable suspicion training can be an amazing resource for your company's supervisors. Cayuga Drug and Alcohol Testing now offers reasonable suspicion training that provides supervisors with the tools they need if there ever is a situation in the workplace in which reasonable suspicion may be determined.

Our training covers the requirements that must be met prior to ordering a reasonable suspicion drug test, recommended best practices, tips, and more!

For more information on our reasonable suspicion training call our office at (315) 282-7933!

Department of Transportation Updates

With the recent legalization of recreational Marijuana in New York state, many employers that are covered by a Department of Transportation “DOT” agency have been left unsure of how these changes will impact them.

The entire Cayuga DNA team is dedicated to staying current on any regulation changes or rulings made by the Department of Transportation.

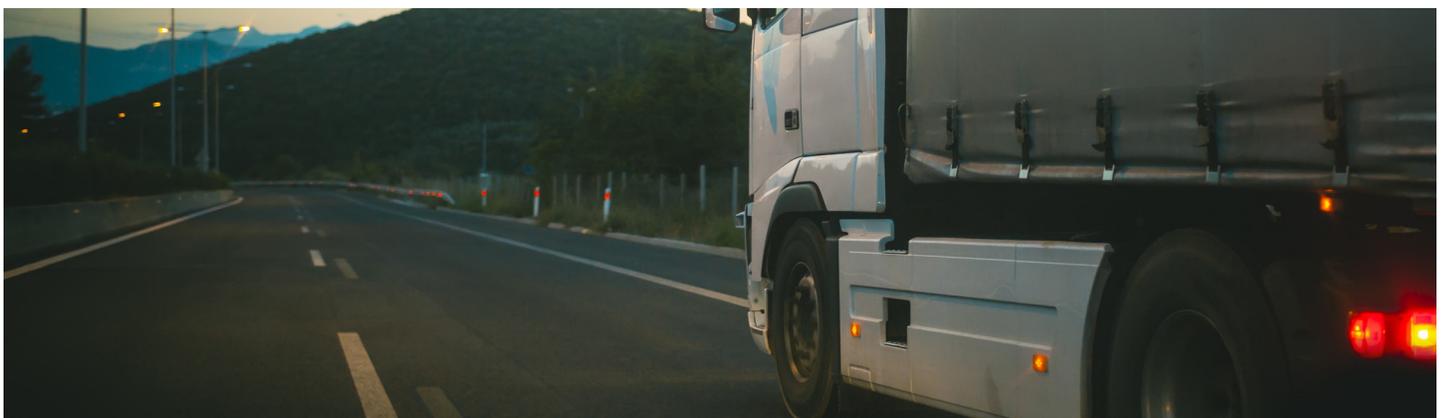
The Department of Transportation currently requires testing for Marijuana and safety-sensitive employees are prohibited from using Schedule I drugs, including Marijuana, for any reason.

Who is considered a safety-sensitive employee? Safety-sensitive employees

subject to drug and alcohol testing under 49 Code of Federal Regulations part 40 include, but are not limited to: school bus drivers, truck drivers, train engineers, transit vehicle operators, fire-armed transit security personnel, and pipeline emergency response personnel.

While Cannabidiol or CBD is not tested for it can cause donors to test positive for tetrahydrocannabinol or THC due to the unregulated amounts of THC in CBD products. Due to the prohibited use of Marijuana, medical review officers will not verify a drug test as negative based on a physician recommending the donor or employee use medical Marijuana even in states in which medical marijuana initiatives have been passed. DOT made a similar ruling for recreational marijuana; while legal in many states it is still a Schedule I substance under the Controlled Substance Act therefore its use is still prohibited for DOT regulated employees.

DOT Agency	2021 Random Drug Testing Rate	2021 Random Alcohol Testing Rate
Federal Motor Carrier Safety Administration [FMCSA] The random rates did not change for 2021. Because the random rates did not change, FMCSA is not required to publish a notice in the Federal Register.	50%	10%
Federal Aviation Administration [FAA]	25%	10%
Federal Railroad Administration [FRA]	25% - Covered Service	10% - Covered Service
	50% - Maintenance of Way	10% - Maintenance of Way
Federal Transit Administration [FTA]	50%	10%
Pipeline & Hazardous Materials Safety Administration [PHMSA]	50%	N/A



Cayuga DNA Offers New Products

Cayuga Drug and Alcohol Testing has recently expanded its core offerings to include reasonable suspicion training and background checks!

This reasonable suspicion training provides supervisors with the tools they need if there ever is a situation in the workplace in which reasonable suspicion may be determined. Our training covers the requirements that must be met prior to ordering a reasonable suspicion drug test, recommended best practices, helpful tips, and more!

Background checks have become an integral part of the hiring process for many employers. Here at Cayuga Drug and Alcohol Testing, helping employers cultivate safe environments for their employees is part of our mission. Our background checks are done following all applicable state and federal laws and regulations.

To learn more about our newly added services you can contact our team leader, Kiersten Seneca at kiersten@cayugadna.com or (315) 282-7933!



**REASONABLE
SUSPICION
TRAINING
&
BACKGROUND
CHECKS**

NOW AVAILABLE THROUGH
Cayuga >>>
Drug and DNA Testing

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 // Background Checks // Training // Mobile and On-Site Testing

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.