



CAYUGA DRUG & ALCOHOL TESTING

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Reasonable Suspicion Testing and Training: A Closer Look

Industry News: A New DOT Proposal



Cayuga DNA Offers Reasonable Suspicion Training & Background Checks

Reasonable Suspicion Testing and Training: *A Closer Look*



A reasonable suspicion drug test is a drug test that is performed on an employee when a supervisor suspects that individual may be under the influence while on the job. Governor Cuomo legalized the recreational use of Marijuana in March of 2021 which left employers and supervisors unsure of how to proceed.

Drug and alcohol testing providers saw an increase in orders of reasonable suspicion drug tests, many of which, should not have been ordered due to a lack of specific, contemporaneous, articulable documented observations. Many believed that the smell of Marijuana alone was enough to order a reasonable suspicion drug test.

The Department of Transportation (DOT) requires that supervisors of employees who perform safety sensitive duties receive reasonable suspicion training. This training covers the designated employer representative's (DER) responsibilities, the requirements that must be met to order a reasonable suspicion drug test, signs of substance abuse, steps to take in cases in which a reasonable suspicion test

can be ordered, and steps to take in which a reasonable suspicion test cannot be ordered.

Cayuga Drug and Alcohol Testing covers the required topics as well as the legalization of recreational Marijuana and what it means for DOT regulated employers as well as real scenarios that have happened to supervisors.

Supervisors who receive this training are not only complying with the DOT regulations but are better prepared to handle situations in which an employee may be under the influence in the workplace. In situations in which an untrained supervisor has ordered a reasonable suspicion drug test often relied on one or two observations and ended up facing litigation because they didn't have enough probable cause to order the test.

For more information on the reasonable suspicion supervisor training Cayuga Drug and Alcohol Testing offers, please contact kiersten@cayugadna.com or call (315) 282-7933.

Industry News: A New DOT Proposal



In February of 2022, the Department of Transportation proposed that it amend the drug testing rules and regulations to include oral fluid, or saliva, drug testing as an alternative to urine drug screenings. This would provide employers with an alternative drug screening method that will help combat cheating on urine drug tests as well as offer a less intrusive means of achieving the safety goals of the program.

Providers have already been supplied with updated chain of custody forms that include oral fluid as an option, so it is only a matter of time before that change is implemented. It is important to note however the collector training protocols, and the collection protocols have not yet been finalized.

While there is no data on how much cheating is occurring, it is an issue that has long been recognized by the DOT and providers and is continued to be recognized as more products are released that allow an individual to cheat a drug test. Directly observed urine collections have historically been the most effective in combating employees cheating on a drug test, they can only be done in certain situations.

Collectors often face “shy bladder” situations in which an employee is unable to provide enough urine their first try and it can take up to 2 hours for them to provide a sufficient specimen. Having oral fluid testing as an option will allow employees to provide a specimen and complete the paperwork in a little as ten minutes whereas a urine test can take much longer if there are any issues. This testing alternative will also allow employees who struggle providing a urine specimen due to urology issues another option to being screened for substances.

If you have any questions regarding what testing is or isn't permitted for your employees please contact us at (315) 282-7933 or contact our team leader, Kiresten Seneca, at kiersten@cayugadna.com.

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REASONABLE SUSPICION TRAINING & BACKGROUND CHECKS

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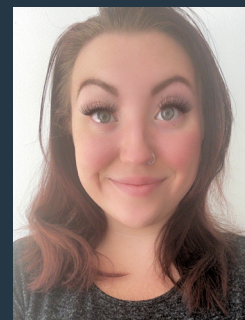
HOW CAN CAYUGA DRUG AND ALCOHOL TESTING HELP YOU?

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.