

Hair Testing in the Transportation Industry

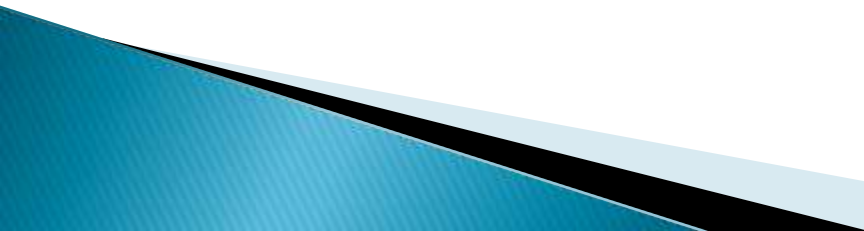
June 9, 2011



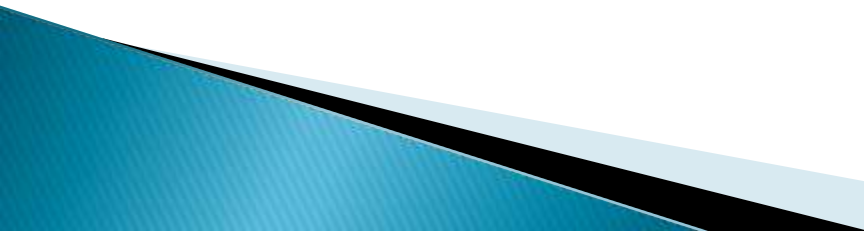
History

- ▶ Hair testing has been around for more than 20 years.
- ▶ We started using them for maintenance facility sweeps in 2005.
 - We had reports of drug use in some shops.
 - With urine, we had to isolate the location to prevent specimen substitution resulting in no work being done for several hours.
 - With hair, substitution is not an issue so they continued to work until their name was called.


History

- ▶ At the end of 2005 and again in early 2006 we had two crashes where three motorists were killed and the drivers were using cocaine.
 - All DOT required tests had been conducted. These drivers were likely substituting their urine samples.
 - A decision was made to begin hair testing and notices were made to all drivers and all support departments of this decision.
 - A program to allow voluntary self-report to obtain assistance in quitting was implemented for existing employees.
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History

- ▶ All employees with direct managerial support of drivers were tested in May 2006 so drivers knew we were committed to this ourselves.
 - ▶ Driver pre-employment and random hair tests were phased in by location from May to August 2006.
 - ▶ After August 2006 hair testing was standard at the time the DOT pre-employment urine sample was collected. Also, all office and shop applicants were tested before hire.
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Testing a Hair Sample

- ▶ Hair is trimmed near the skin using sterile scissors. The follicle is not removed.
 - ▶ It is placed in a sealed specimen container in front of the donor and shipped with a chain of custody to the lab.
 - ▶ The specimen is weighed and trimmed to roughly 1.5 inches at the lab. It is then washed to remove external contaminants.
 - ▶ Like urine, hair testing has a screening test followed by a confirmation test if the screening indicates the presence of a drug.
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Testing a Hair Sample

- ▶ Confirmation testing uses GC/MS/MS or LC/MS/MS testing very similar to urine confirmation and just as accurate.
 - ▶ All results should be reviewed by a Medical Review Officer (MRO) just like urine results to validate that the testing was done properly.
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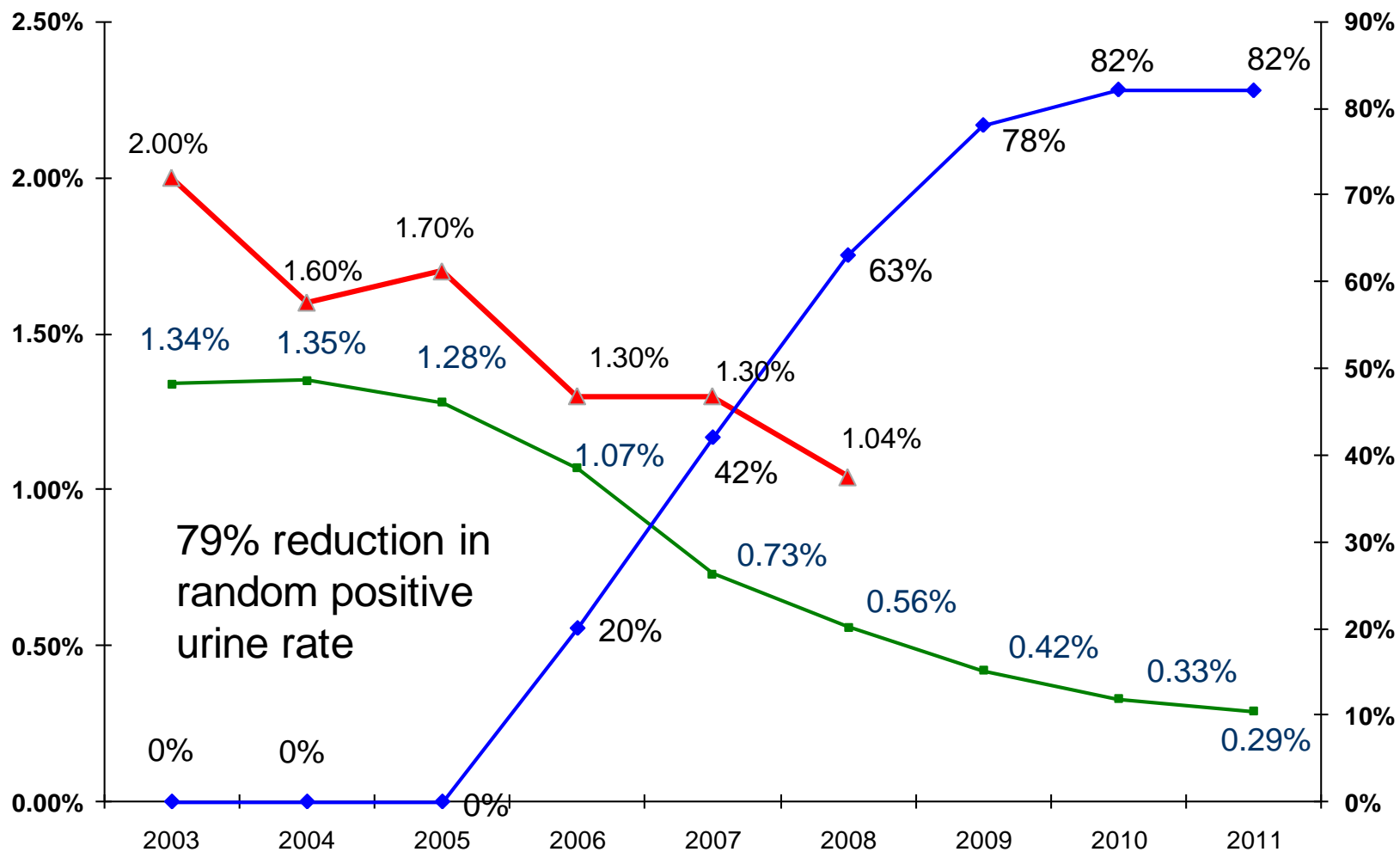
Legislative History

- ▶ SAMHSA convened an expert panel to draft a proposed rule to allow alternative specimens, including hair, for federal workers. They submitted a proposed rule to OMB in 2004 but later withdrew the proposal in 2006. Since then there has been no action to address the issues raised and resubmit the rule.
- ▶ The November 2007 report by the GAO, *Undercover Tests Reveal Significant Vulnerabilities in DOT's Drug Testing Program*, disclosed collection issues that could permit drug users to circumvent detection. Current DOT regulations only permit urine tests for pre-employment and other tests.

Initial Results

- ▶ Pre-employment positives on the hair tests started near 15% and then dropped quickly as word got out to the public that we were hair testing.
 - ▶ Our DOT Random Urine positive rate began to drop rapidly as drug users were removed from the fleet.
 - ▶ Many drivers who passed the DOT test failed the hair test and are likely working elsewhere in the industry.
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Results of Hair Testing



—■— DOT Random Positive Rate —▲— MIS Data —◆— % of Active Drivers Hair Tested

Results of Hair Testing

Analysis of 49,659 Driver Paired Hair and Urine Test Results (May 2006 – March 2011)

46,429	Negative on Both Tests	93.5%
428	Positive/Refuse on Both Tests	0.86%
78	Positive/Refuse on Urine Only	0.16%
2,724	Positive/Refuse on Hair Only	5.49%

Positive Hair Only	
Cocaine	1,509
Marijuana	516
Opiates	225
Amphetamine	178
Cocaine, Marijuana	107
REFUSAL	72
Cocaine, Opiates	27
Amphetamine, Cocaine	21
Amphetamine, Marijuana	10
Cocaine, Heroin	10
Marijuana, Opiates	10
Heroin	7
Amphetamine, Opiates	5
MDMA	5
Opiates, Heroin	5
Cocaine, Marijuana, Opiates	4
Cocaine, Opiates, Heroin	4
Marijuana, PCP	2
PCP	2
Amphetamine, Cocaine, Marijuana	1
Cocaine, MDMA	1
MDMA, Cocaine, Marijuana	1
MDMA, Opiates	1
PCP, Opiates	1

2,724

Positive Urine Only	
Marijuana	57
Refusal	8
Amphetamine	6
Cocaine	5
Opiates	2

78