



January 2018

# Annual Newsletter 2018

## Greetings from the president

### Welcome to 2018!

A lot has changed over the last year.... the oil and gas industry has slowly begun to leave behind the downturn of 2015-2016; Canada is moving ahead with its intention to legalize marijuana in July 2018; and Chandler Consulting Inc. has had a change in ownership.

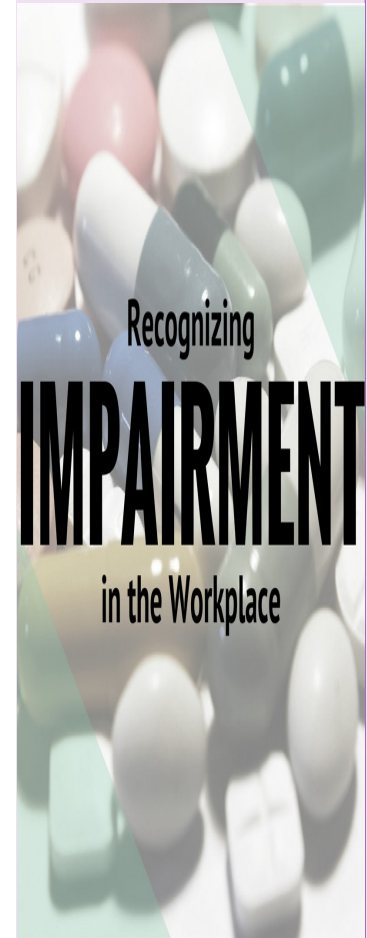


I am very excited to move ahead as the new owner of Chandler Consulting Inc. For more than 2 decades, Chandler has provided drug, alcohol, and occupational health testing and program management services. We have strived to provide these services better than anyone else – faster turnaround times, a comfortable and judgement free environment, and competitive prices. Now, under my leadership, I plan to bring together these services with a strategic education plan for our customers and their employees.

We anticipate many changes ahead within the workplace safety industry. The legalization of marijuana makes it imperative that workplace policies and testing services address employee *impairment* and *fitness for duty*, rather than focus on employee substance use. For most companies, this paradigm shift will require not only re-training for supervisors and program administrators, but will also result in revised Fit for Duty policies and, most likely, different testing methods.

To meet these needs, Chandler Consulting Inc. is leveraging our wealth of experience and expertise by developing two new training programs: *Reasonable Suspicion Training* for supervisors and *Implementing and Managing Your Fit for Duty Program* for HR managers and program administrators (more information on page 3). We will be updating our website with more resources, and will be providing consistent and targeted education and communication. We will also be reworking our former Substance Abuse policies to reflect Human Rights, Privacy, and the need for a modern impairment-free workplace.

Chandler Consulting Inc. continues to commit to the highest level of customer satisfaction, with a friendly and personal touch, while guiding you through the changes to come. We will continue to be your resource for all things drug, alcohol, and occupational health and I am confident that Chandler will continue to meet your diversifying needs. I look forward to a great year and am excited to work personally with each and every one of you! Thank you for your continued support.



## INSIDE THIS ISSUE

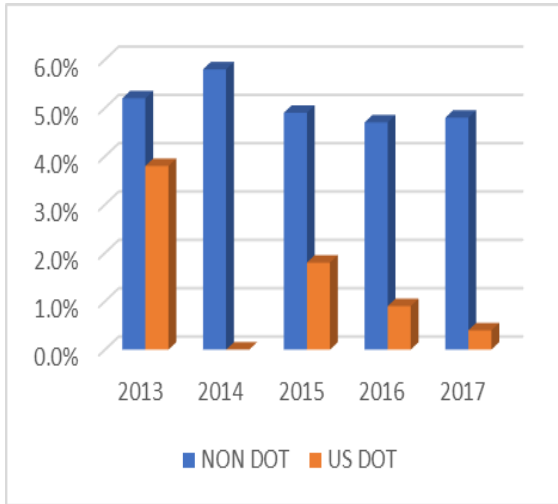
- Drug Testing Statistics .2
- Training Programs .....3
- Policy Updates .....3
- Marijuana Q & A .....4
- Industry Updates.....4

## IMPORTANT DATES

- **February 23, 2018**  
Reasonable Suspicion Supervisor Training Program
- **February 23, 2018**  
Implementing and Managing your Fit for Duty Program
- **July 1, 2018** –  
Federal legalization of Marijuana

# 2017 AT A GLANCE—DRUG TESTING STATS

## OVERALL POSITIVE RATES



Chandler Consulting Inc. looked within our own data to identify trends related to drug testing. The data used to develop the graph to the left used a data set of all companies serviced or managed by Chandler Consulting (regardless of industry), and includes all drug testing that was completed at our facility or on our behalf at our Nationwide Network sites.

This data indicates a slow decline in positive rates over the past 5 years. The overall positive rate amongst our customers has reduced from 5.2% in 2013 to 4.8% in 2017. This slow reduction may reflect a changing culture in regard to workplace safety and impairment, and may also indicate the moderate effectiveness of current policies and testing practices.

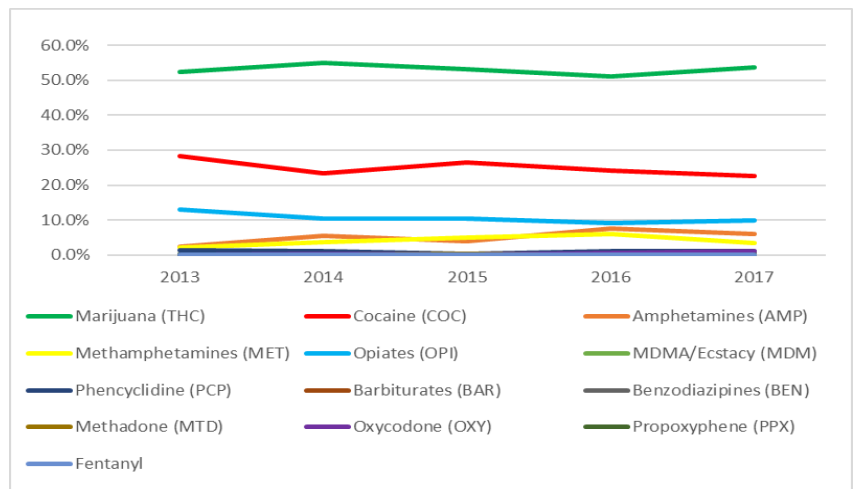
*“The top four substances used by Canadians after Alcohol are Cannabis, Cocaine, MDMA/Ecstasy, and prescription medication.”*

## INITIAL POSITIVES BY SUBSTANCE

As shown in the chart to the right, marijuana (“Cannabis”) is the most commonly used substance amongst the workplace population of our companies. Approximately 50% of all initial positive tests were for marijuana, and this rate has remained fairly steady over time, with slight decrease of 1.3% from 2014 to 2017.

Cocaine accounts for the second highest rate of positives, again remaining fairly steady with a slight decrease of 5.3% from 2013 to 2017.

This data is consistent with the Canadian Centre on Substance Use and Addiction’s assertion that the top four substances used by Canadians after Alcohol are Cannabis, Cocaine, MDMA/Ecstasy, and prescription medication.



The high rate of marijuana use noted within our data set, as well as within Canadian society as a whole, makes it imperative that we utilize testing methods in the workplace that identify impairment, rather than substance use.



## **\*REVISED\* REASONABLE SUSPICION SUPERVISOR TRAINING PROGRAM**

Every organization with safety-sensitive positions, whether regulated by DOT or not, should have supervisors, lead hands, and front-line managers who are able to appropriately and effectively identify possible impairment on the job.

Employee drug and alcohol testing cannot be performed based on a mere hunch. *Reasonable Suspicion Supervisor Training* delivers the necessary tools and skills to recognize and appropriately handle employees exhibiting signs of impairment.

This 2-hour course will prepare supervisors for determining whether or not reasonable suspicion exists and what to do when they suspect it. This course meets both COAA (Canadian Model) and U.S. Department of Transportation requirements for Supervisor Training.

Printable course documents and handouts will be provided for use in the field. Certificates of completion will also be provided.

## **\*NEW\* IMPLEMENTING AND MANAGING YOUR FIT FOR DUTY POLICY & PROGRAM (DER TRAINING)**

Chandler Consulting Inc. is pleased to offer a new educational program, *Implementing and Managing Your Fit for Duty Policy*. This course is designed to help managers, human resource managers, safety managers, and Program Administrators (designated employer representatives -DERs) as you implement and manage your Fit for Duty programs.

This 2-hour course covers the limitations of drug and alcohol testing, types of tests available, when to test, the role of the Program Administrator (DER), and the impact of Human Rights and Privacy on testing. Additionally, this program covers the role of the Substance Abuse Professional and the process of returning an employee to safety-sensitive work after a positive test.

Each attendee will receive course documents and handouts. Certificates of completion will also be provided.

## **2018 TRAINING COURSE DATES & COSTS**

February 23    April 27

June 29        August 31

October 26    December 28

**Supervisor Training**  
8:00 am—10:00 am

**DER Training**  
11:00 am—1:00 pm

Cost: \$100/program/  
person or \$150/person for  
both.

## **FIT FOR DUTY POLICY UPDATES**

In order to align with Human Rights and Privacy laws, as well as address legal substance use, former “Substance Abuse” or “Drug & Alcohol” policies should be refined into “Fit for Duty” policies. These changes will ensure that an employee is not discriminated against for substance use or addiction, but is addressed based on issues of impairment.

Please contact us to discuss how our Fit for Duty policy can help you keep your workplace free from impairment while protecting your company from Human Rights or Privacy complaints.

## INDUSTRY UPDATES

### Alberta OH&S

A review of the Alberta OHS Act was started in Fall 2017. This review is still being completed with no estimated date of completion.

### COAA

The Construction Owner's Association of Alberta is currently working with Energy Safety Canada on a new version of the *Canadian Model for Providing a Safe Workplace*. Version 6 of the *Canadian Model* is expected to be released in Fall 2018.

### Energy Safety Canada

On October 2, 2017, Enform merged with Oil Sands Safety Association (OSSA) to form Energy Safety Canada. They are currently focused on young worker education, as well as addressing the proposed changes to occupational health and safety contained in Alberta's Bill 30.

### US DOT

Effective January 1, 2018, a new US DOT Final Rule came into effect, requiring a new Opioid panel (hydrocodone/hydromorphone, oxycodone/oxymorphone) to be completed as part of every US DOT regulated drug test.

## MARIJUANA LEGALIZATION—Q & A



**Q:** When legalization comes into effect on July 1, 2018, can I stop testing for marijuana?

**A:** No. While marijuana will be legal to consume recreationally, it will still be illegal to use it at work or be impaired on the job. Marijuana is not a benign drug, so we must test appropriately to ensure there is no impairment caused by marijuana in the workplace setting.

**Q:** Does urine drug testing show impairment?

**A:** No. Urine drug testing, whether instant (POCT) or lab-based, can only identify recent substance use, not impairment. This is due to the fact that urine drug tests identify the *inactive non-impairing metabolites* found after a substance has been processed by the liver and excreted by the kidneys.

**Q:** Is there a testing method that tests for impairment, rather than use?

**A:** At the current time, there is not a method that tests for impairment. There are several alternative testing methods being investigated, including oral fluid (swab) testing and a marijuana breathalyzer. Oral fluid testing, while providing a much shorter detection period (minutes - 48 hours), still does not identify impairment (though it gets quite a bit closer than urine testing). The marijuana breathalyzer is still in the beta testing phase and is not yet ready for use.

**Q:** If there is no current testing method to detect impairment, how do I determine if an employee is impaired?

**A:** There will be an increased need for supervisors, managers, and lead hands to identify and correctly respond to impaired workers. Signs of impairment should be documented and then the worker should be brought in for testing. The combination of observation and testing provide a more complete picture of worker impairment.

*Additional information will be communicated electronically and through our seminars. Please contact us if you have further questions or would like to discuss these issues and their impact on your workplace further.*

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