

WorkSafe *ink*

The official newsletter of WorkSafe, Inc. Providing workplace drug and alcohol testing. MAY 2005

What do all those letters stand for?

Matthew T. Fagnani, C-SAPA, C-SI, President

They sometimes look like alphabet soup. That string of letters behind a professional's name. CPA. APR. MCP. HRP. But these letters are not equal. Some require a lengthy and rigorous review and documentation period that assures you that you are working with a professional who has made a vested commitment to continue his or her professional education. Others are little more than a rubber stamp.



Industry non-profits often create programs to accredit or certify their members. Many of these programs are excellent and the successful completion means that person with the initials behind their name meets national or internationally accepted standards. Others are little more than revenue streams for the non-profit.

When WorkSafe decided to invest in certifying our employees, we wanted to make sure that the program we chose was meaningful and the most respected in the professional world. That's why we turned to C-SAPA.

The Certified Substance Abuse Professional Administrator (C-SAPA) designation meets our stringent requirements. C-SAPA is a program of the Substance Abuse Program continues page 2



Spring time in Las Vegas

Steve Mihalik, C-SAPA, C-SI, General Manager

I know the saying "What happens in Vegas stays in Vegas," but I want to make an exception for my latest Vegas visit. Your drug testing program is not something you want to "gamble" with, which is why WorkSafe attended the spring conference of the Substance Abuse Program Administrators Association (SAPAA). It is important that our customers and marketplace be kept up-to-date on the latest technologies and information. WorkSafe was the only Alaska-based drug testing company represented at this meeting.

Mark Schnider, the senior policy analyst with the Office of Drug and Alcohol Policy and Compliance (ODAPC), spoke to more than 150 industry professionals from around the country. As always, he answered as many questions as he raised. Of the most significance, ODAPC is updating its website with many tools for the employer, including an employer and employee handbook, frequently asked questions and "best practice" guidelines for drug and alcohol testing.

Schnider reported that the Department of Transportation (DOT) continues to hesitate on adopting alternative testing rules proposed by the Department of Health and Human Services. These methods include such tests as hair and oral fluids, along with instant testing. DOT does not have any current plans to incorporate the proposed rules after the final rule is published. Schnider said DOT realizes the significant role Third Party Administrators

(TPA) have in drug testing and is therefore starting a new program in which TPAs undergo a full-scale, multi-mode audit. These audits may begin next month. He also noted that the threat of citing a TPA with a Public Interest Exclusion (PIE) has forced those drug testing companies which operate outside of the regulations to close their doors.

The Anchorage Daily News recently reported an increase in the number of Methamphetamine cooks/dealers arrests and the upward trend of this drug's availability. Other cities, such as Little Rock, Ark., suffer under an epidemic of Meth-houses (over 500 at last count). Michael J. Heald, a special agent with the Drug Enforcement Agency, presented on "Meth in the Workplace." In addition, the Las Vegas County Coroner spoke about the fatal dangers of mixing Methamphetamines with other drugs of abuse into deadly cocktails. Both presenters see Methamphetamine as a significant hazard in the home and workplace. The manufacture of Methamphetamines is growing because the ingredients needed to manufacture it can be purchased over the counter at just a few local stores. Symptoms of Methamphetamine use range from unusual body odor, hyper excitability, extended absences from work, rotting teeth and shallow cheekbones.

As always, WorkSafe recommends that supervisors be trained on recognizing the symptoms of drug use.



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 Administrators' Certification Committee (SAPACC). It has its own professional Board of Directors and by-laws but most importantly, its exam is administered and managed by a psychometric testing firm that specializes in the administration of psychometrically valid exams.

All exams are given under very strict testing protocols. There is a specific time for exam completion, protocols to follow, exam proctors, even timed bathroom breaks. Test booklets are controlled and numbered and the answer sheets go by overnight courier to the exam company for grading. The SAPACC organization has worked hard to maintain the integrity of the exam and the exam process. As a result, the C-SAPA certification means the highest in professionalism.

What is so special about a psychometrically valid exam? Like other professional industries, such as Certified Public Accountant, you cannot take the exam until you meet minimum standards and attain a certain level of education, if not a college degree. This is important to note because the C-SAPA exam questions are like other professional certification exams with weighted and valued questions based on the relevance as it relates to the importance of the question within the industry.

There are many things that set WorkSafe apart from our competitors. C-SAPA is one of the most important. We have more C-SAPA-certified staff than any other local provider, which means there is always a proven profession available to answer your questions or help you out. This gives you an added layer of confidence that you have chosen the right provider to administer your company's Drug Free Workplace Program.

C-SAPA is the only psychometric exam and certification in our field. It is the highest and most exclusive standard in an industry that does not have a public accreditation program operated by the federal DOT or State agencies. The letters - C-SAPA - mean your provider is truly knowledgeable.



Don't let driver qualification files bury you.

Let WorkSafe sort out your Driver Qualification File quagmire. We can audit, manage and retain all your Driver Qualification Files, from new employees to veteran drivers-so you don't have to. WorkSafe works. Let WorkSafe work for you. Call us today.



WORKSAFE
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Did you know...

When it comes to workplace substance abuse, small businesses have big disadvantages. The cost of just one error caused by an impaired employee can devastate a small company.

*Among the population of full-time employed current illicit drug users and heavy drinkers:

	1-24 EMPLOYEES	25-499 EMPLOYEES	500+ EMPLOYEES
ILLICIT DRUG USERS	44%	43%	13%
HEAVY DRINKERS	36%	47%	17%

2003 U.S. Dept of Labor

Red Cross Honors Extraordinary Alaskans



Gracie

(and one dog!) for Extraordinary Actions

Three fishermen from Sitka brave harsh winter seas to answer an urgent Mayday call, a woman diagnosed with AIDS dedicates her life to educating others on how to prevent the disease, an arthritic black lab fights the pain in her legs to save her owners from a burning home. These

are some of the remarkable stories that were celebrated at the 6th Annual ConocoPhillips Red Cross Real Heroes Breakfast on April 19 at the Anchorage Sheraton.

The 2005 Real Hero recipients hailed from all corners of the state, and varied in age from 12 to 65, but a common thread could be found in each and every one of them: when the call for help was sounded; they were ready, they were willing and they responded. "These folks are the mission of the Red Cross in action," says Joe Mathis, CEO of the American Red Cross of Alaska. "When equipped with the proper skills and information, folks are better able to help during a crisis," he adds. The event recognized Alaskans in 14 award categories, including Youth Good Samaritan, Aviation Rescue and Workplace Safety. A total of 24 Alaskans and one dog were recognized for their heroic actions and contributions to Alaska's communities.

The Real Heroes Breakfast is the Red Cross' largest event of the year and major funds are raised to support both the organization's life-saving programs for work and home and the many services. "The Real Heroes Breakfast is a perfect match for our corporate partners that are interested in promoting safety and preparedness in Alaska's communities," says Mathis. "The Red Cross is truly grateful for our community's ongoing support of the mission of the Red Cross," he adds. Jack and Jill Griffin of ConocoPhillips were Honorary Chairs, Maria Downey of KTUU was the Mistress of Ceremonies, opening remarks were provided by First Lady Nancy Murkowski and more than 400 people attended the event.

Since April the Red Cross has responded to 24 fires, and has assisted 66 individuals with emergency food, shelter and clothing. To learn more on how you can help call 1.888.345.HERO or visit www.alaska.redcross.org

LEGAL CORNER: Real cases from the workplace

Return to work at issue for injured employee who tested positive

Ruling: The Ohio Court of Appeals, 10th District said it was unclear whether an injured employee had returned to work before testing positive for drugs, which resulted in the denial of his disability benefits. The Industrial Commission was ordered to determine whether the employee had returned to work, and grant or deny benefits based on that decision.

Summary: An employee of a building supply store sprained his neck while at work. His treating physician released him from light-duty work three days after the incident. When the employee returned to the workplace, he was sent for a post-accident drug test as required by the company's substance abuse policy. The test results were positive for marijuana. The company's policy states that employees who test positive are subject to immediate termination if they fail a post-accident drug test.

As a result, the employee was terminated.

The employee filed a claim for temporary disability compensation, which his employer denied because of a violation of the company's drug policy. A district hearing officer ruled the employee was entitled to disability compensation. The company argued that the employee had voluntarily abandoned his position as a truck driver when he tested positive for drugs. However, the district hearing officer said the drug test was conducted more than 32 hours after the injury. A post-accident drug test must be performed within 32 hours after the incident according to the Department of Transportation drug testing policy. In addition, no light duty job was offered to the employee upon his return.

The company won an appeal through a staff-hearing officer and reversed the previous order and denied disability benefits to the worker. This based on the finding that the positive drug test result was in violation of company policy and



constituted a voluntary abandonment of his job.

The employee appealed to the Industrial Commission of Ohio, and lost. Then the employee appealed to Ohio Court of Appeals, 10th District. The court found that it was unclear whether he had returned to a job function before his employer sent him for a drug screening upon his return. As a result, the court ordered the commission to determine whether the employee had returned to an actual work assignment in determining whether he should be eligible for disability benefits.

Bottom Line: An injured employee must return to his job duties to be subjected to a return-to-work drug test.



Employee profile

Jobie O Neil

Meet the newest member of WorkSafe, Jobi O'Neil. As a program manager it is Jobi's job to ensure every client receives the personal customer service and care that you expect with WorkSafe. Welcome aboard Jobi, you are an asset to the team!



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Drug & alcohol awareness training

Collector's desk reference guide[®]

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Program manager's reference guide[®]

Breath alcohol technician
(BAT) training

Collection personnel training course[®]

Compliance toolbox CD

WorkSafe Contacts

To contact WorkSafe during regular office hours, call 563-8378 (TEST).

To request an after hours drug or alcohol test, call 888-227-8642.

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