

WorkSafe: Your industry expert

WorkSafe, Inc. offers a full spectrum of workplace drug and alcohol program services at its office on 36th and C Street in Anchorage and instant-results testing for your worksite. WorkSafe provides corporate training, drug and alcohol testing consultation services, pre-employment drug and alcohol screening, return-to-duty services and follow-up testing. It also has on-call personnel 24 hours a day if an employer's work shifts require testing availability around the clock. For more information regarding a drug-free workplace, contact WorkSafe at 907-563-8378.

WorkSafe Products and Services

Drug & alcohol awareness training
Collector's desk reference guide*
Training videos
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.

President

Matthew Fagnani 265-4182

General Manager

Steve Mihalik 729-5502

Program Managers

Robin Harrington 729-5503

MRO Assistant/Result Reporters

Al Stoddard 729-5506

Quentin Parker 729-5504

Accounting Manager

Diane Owens 729-5507

IMED Remote Medical Services

Les Landry 729-5514

WorkSafe *ink*

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



WorkSafe enters 2005 with new excitement and energy

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

WorkSafe is pleased to announce that we have chosen the American Red Cross of Alaska as our charity of choice for 2005. This organization reaches out to Alaskans in need by offering assistance in emergency situations. The Red Cross also helps people prevent, prepare for and respond to emergencies, and mounted huge relief operations in Alaska during the devastating flu epidemic in the 1920s, World War II and the 1964 earthquake. Now, they need our support. We are planning various programs to assist this outstanding organization with their efforts here in Alaska. In return, the Red Cross will provide monthly newsletter articles addressing various workplace safety programs.

On another note, the much-anticipated new release of the Drug Testing Tool Box has been completed and is in production. It incorporates many suggestions from you, our customer. The Drug Testing Tool Box is the only one of its kind in the country and is a benefit to every drug testing program. Watch for the new CD in your mailbox in February and read more about it in our March newsletter.

These are two exciting new programs here at WorkSafe. We have others in the works and will announce them in the near future.

From the WorkSafe archives it's time once again for the...

Top 10 excuses employees give for testing "positive."



10. Took spouse's medication
9. Took an expired medication
8. Took medication for traveling out of the country
7. Used hemp shampoo
6. Ate steak from a cow that ate a marijuana plant
5. Dentist gave me cocaine for pain
4. My parents got high and I inherited it from them (genetic high)
3. I was at a concert where other people were doing drugs (contact high)
2. It's an STP - sexually transmitted positive

And the number one reason people give their employer for testing positive:

1. I got high!

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Did you know?

Fire safety experts say that a working smoke alarm cuts the chances of dying in a home fire nearly in half, yet only 20 percent of Americans maintain their smoke alarms properly. *Source: American Red Cross of Alaska*



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Visit our newly redesigned WorkSafe website at www.worksafeinc.com

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WorkSafe chooses Red Cross as 2005 charity of choice

Joe Mathis, CEO
American Red Cross of Alaska

The Alaska office of the American Red Cross is honored that WorkSafe has selected us to be their 2005 charity of choice. As part of this partnership, we will share a monthly safety message to help you better prepare for disasters and unexpected emergencies in the workplace and at home. We also will tell you

about the many services we provide throughout Alaska.

Like WorkSafe, we are committed to making our communities healthier and safer places to live. Our lifesaving programs touch Alaskans wherever they live. We operate seven offices throughout the state and offer a wide range of programs and services, including first aid and CPR training, emergency assistance to disaster victims and military families and preparedness initiatives for the community and workplace.



The Official Newsletter of WorkSafe, Inc.
Visit us at our website: www.worksafeinc.com





The WorkSafe customer commitment

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

As we say farewell to the old year and welcome in the new, we at WorkSafe want to renew our commitment to you, our valued customer, and make sure our services help make your business a success.

Our goal is to make your job easier by providing specialty services in a professional, cost-effective manner that enhances and protects your bottom line. Here is our commitment to you:

We know the business - WorkSafe stays abreast of every state, federal and Department of Transportation (DOT) regulation. This is a cumbersome but critical job that directly impacts your business' future. We keep you informed through e-mails, fax, personal calls and our newsletter.

We also offer a two-hour Signs & Symptoms training course for supervisors in the workplace. This program receives accolades from those who attend. The program trains supervisors to evaluate whether reasonable suspicion exists that would require an employee to undergo testing. This training program can be conducted at your business site, the WorkSafe training center or utilizing the video training developed by WorkSafe.

Experience that counts - WorkSafe has provided more than 500,000 tests. Testing is not just a service we offer; it's the core of our business. We have the largest field collection network in Alaska and the lower 48. Our Anchorage facility is designed to avoid adulteration of specimens and has passed many DOT audits. The service of providing clients with accurate and timely drug tests saves payroll dollars and lost time on the job.

Legally defensible - WorkSafe has successfully handled more than 25,000

positive tests without any legal actions. When the test is positive, you need to know that the entire process is supported by accurate testing and proper procedures. WorkSafe spends the time and resources to make sure that our Medical Review Officers (MRO) have the most current information and training.

Our staff works closely with Dr. Mary Demers, the director of our Medical Review Office. Through this effective coordination, we help employees who test positive rule out authorized prescription medications as a cause for the positive. It is our overall goal to ensure that all test results are accurate, that the "I's" are dotted and all "T's" are crossed. This is a very complex process and we are proud of the fact that we can do this in an efficient and timely manor.

Customers come first - WorkSafe employs four staff members who have achieved C-SAPA national recognition, the highest level of training qualification that can be achieved in the drug testing industry. The certification process includes passing an exam, working in the substance abuse field for at least three years and completing a minimum of 40 hours of approved training within the past five years. The process also requires high ethical and practice standards and an in-depth knowledge of the transportation industry and its model regulations.

It's not easy to gain C-SAPA certification, as I can attest. I was a member of the very first class of C-SAPA certified in 1997. As I've watched the program mature, I've come to appreciate that C-SAPA certification is an indication that the person you are working with is a true professional and not just someone occupying a job.

Programs tailored to your needs - WorkSafe designs safety programs customized to your business, regulated or non-regulated. We also train your personnel to manage your program and keep it successful.

We're in it for the long haul - Our promise to our clients is to offer you every available tool to maximize your return on the dollars you invest in your drug testing program and provide a safer workplace. WorkSafe has supplied companies with these tools to ensure a safe workplace for more than 18 years. We're the largest and most experienced third-party administrator in Alaska. Our ability to provide drug testing rivals even national providers. We have helped more companies than we can count initiate drug and alcohol testing programs over the years and we're proud of our customers' successful drug testing programs - and proud of our record as we look forward to the next 18 years.

Employee spotlight



Wow! Robin Harrington is quite a juggler. How else could she have managed passing the C-SAPA exam to gain national certification and accomplished all her work as a program manager? Robin has turned into quite a performer in the four years she's been with WorkSafe, and we're proud of all her accomplishments.

...chooses Red Cross... Continued Pg. 1
We at the Alaska office want to express our appreciation to Alaskans for their overwhelming generosity to help the tsunami victims in Asia. Alaskans donated more than \$775,000 to provide desperately needed clean food and water, hygiene kits, mental health counseling and disaster preparedness initiatives. It is an honor that so many Alaskans turned to the Red Cross to channel their compassion and caring.

While our hearts go out to those suffering in Asia, we cannot forget about the folks here in Alaska who need our help. Three Alaskans lose their home and all of their possessions to fire each day. This is a tragic, sobering statistic that rarely makes the front page or the evening news. In each case, the American Red Cross of Alaska is there, providing a safe place to stay, food to eat and clothes to wear. We do this because of the continuing, generous support of people like you - and companies like WorkSafe.

We invite you to learn more about our life-saving mission and how to become involved by volunteering. We very much need money. Please view our website at www.alaska.redcross.org to learn how we can partner together to save a life.

Put your drug testing program to the test.

WORKSAFE

How does your provider stack up? Before you risk your employee's safety or the future of your company, take the following test.

- Is your drug-testing program staffed 24/7 to offer fast and reliable drug and alcohol testing?
- Does your service provider have the experience of performing more than 500,000 tests?
- Has your program generated 25,000 positive test results that were not contested by legal action?

If you answer no to one or more of these questions, it's time to call WorkSafe.

WORKSAFE
OCCUPATIONAL HEALTH & SAFETY

Where workplace safety starts

300 West 36th Ave., Suite A Anchorage, AK 99503 • 907-563-TEST(8378) • www.worksafeinc.com

LEGAL CORNER: Real cases from the workplace

Refusal to test doesn't bar compensation after termination

Ruling: An employee terminated for refusing to submit to a drug test can collect unemployment benefits, a Pennsylvania Commonwealth court ruled. The court found the company violated its own drug-free workplace policy when the employer ordered the test request without establishing a reasonable suspicion of drug use. (4/8/04)

Summary: The employee was about to leave work when his supervisor requested that he submit to a drug and alcohol test.

The supervisor offered no explanation. Under the company's substance abuse policy, the testing of employees is only permitted in three situations:

- During a pre-employment physical
- After a work-related injury
- In cases where the employer has a reasonable suspicion that the worker is abusing drugs or alcohol

The employee refused to take the test because he was not told he was suspected of drug use and did not believe he would be paid overtime wages for the time to it took to go to the hospital for testing. The company fired him a few days later.

The Pennsylvania Unemployment Compensation Board initially rejected the employee's request for benefits because the employer reported the worker had engaged in willful misconduct.

The Commonwealth court sided with the employee, ruling that the request for him to submit to a drug test was unreasonable, his refusal was not willful misconduct and he should receive unemployment benefits.

Bottom Line: The employer bears the burden of establishing willful misconduct. The court found the employer failed to offer evidence to support its claim that it had reasonable suspicion to suspect the worker of alcohol or drug use.

