

Drug use is on the rise—is your testing program keeping up?

You know the reasons for drug testing, but do you know if your program is working as well as it could? Legalization efforts, changing attitudes among workers, and COVID-19 have all had an impact on drug use—and your company could be paying the price.

Use this guide to help ensure your efforts deliver the confidence your industry and reputation demand.

Areas to review:

- 1 Frequency of testing:** A pre-employment check is the most common reason for testing, but with worker shortages and supply chain issues, safety and performance matter more than ever. Consider random, periodic, post-accident, reasonable suspicion, and follow-up testing for the greatest peace of mind.
Should I add frequency? Y N Not Sure
- 2 Compliance:** With many industries subject to federally mandated testing, it's important to keep up with the latest requirements. Best practices call for a testing partner that alerts you when changes occur so you can check with state, local, and industry guidelines to ensure you stay compliant.
Am I up to date with all relevant guidelines? Y N Not Sure
- 3 Types of tests:** The 3 major drug test specimen types have different strengths and make sense for different situations. Do you have a clear strategy for using urine, oral fluid, and hair testing? If not, you may not be getting a clear picture of employee drug use.
Am I confident our approach is fully optimized? Y N Not Sure
- 4 New/existing employee experience:** A drug test is often a candidate's first in-person experience with your company—and it can also be burdensome for existing employees. Do an experience check to ensure collection sites are conveniently located, are clean and well-run, and provide fast turnaround time. Also consider on-site collections, if possible. Nobody wants to be kept waiting.
Is our testing respectful/does it provide a good experience?
 Y N Not Sure



5 **Return-to-duty benchmarks:** One of the keys to productivity and worker satisfaction is how long it takes you to provide an all-clear when it's warranted. Ensure your testing partner offers rapid confirmation testing and options for 24/7 emergency collections. Team morale and productivity depend on it.

Do we have a rapid return-to-duty response?

Y N Not Sure

6 **Marijuana policy:** Have you matched your marijuana policy to current laws in each state in which you operate—and clearly communicated it to employees? Even if it's legal in your state, medical/recreational marijuana can still create safety risks.

Are our policies and testing up to date and clearly communicated?

Y N Not Sure

7 **Consistency across your footprint:** If you have locations spread across a wide area, you may have multiple local drug testing relationships. Have you compared experiences across regions and providers to ensure consistency—and quality?

Are we consistent across all of our locations?

Y N Not Sure

8 **State-of-the-art technology:** Platforms for drug testing and reporting are always changing and improving. Does your testing partner's experience ensure you have 24/7 access to test ordering, status, and results, and the ability to integrate with your existing candidate/HR systems?

Does our partner's platform integrate with ours, and is it easy to use?

Y N Not Sure



If you answered “no” or “not sure” to any of the 8 areas above, consider having an expert help you review your drug testing program. With a nationwide drug test collection network, a reputation for quality and reliability, and more experience with drug testing than anybody else, Quest Diagnostics is ready to help you get the most confidence from your efforts.

Visit questdiagnostics.com/employerdrugtesting to learn more about how we can help you optimize your drug testing program without compromising. Or request a consultation at questdiagnostics.com/letstalkdrugtesting.