

Drug Testing Changes Information Sheet

Substance Abuse and Mental Health Services Administration (SAMHSA) www.samhsa.gov and the United States Department of Health and Human Services (DHHS) www.hhs.gov drug testing regulations (applicable to American and Canadian laboratories) are changing on October 1, 2010. The following page outlines the new regulations for testing

How These Changes May Affect Your Company

- If a company drug & alcohol policy currently contains specific drug cut-off levels, they will now differ from the new SAMHSA levels effective October 1, 2010
- DHHS regulates the three major drug testing labs (Maxxam, Gamma Dynacare, Dynalife) in Canada and requires them to provide quality control (QC) samples and reports to DHHS to maintain their certification. With the changes to the cut-off concentrations, all laboratory testing equipment must be re-calibrated to meet with the new QC criteria. None of the three labs will be running dual confirmation cycles; instead only confirming on the new concentration cut off levels.
- If a company drug & alcohol policy has not been altered to reflect the upcoming changes, liability issues may result
- Example: A donor fails their drug screen under the new confirmation cut-off concentration levels but would have passed using pre October 1, 2010 concentrations. Donor tests positive for cocaine at 125 ng/ml which is confirmed positive using the new levels (100 ng/ml) but is negative using the old levels (150 ng/ml). If the company policy contains the old confirmation cut off concentration levels, the donor has a legitimate grievance

Current Drugs Tested & Cut-Off Levels (before October 1, 2010)	Initial Screening Cut-off Concentration	Confirmation Cut-Off Concentration
Amphetamines/Methamphetamines	1000 ng/mL	500 ng/mL
Cocaine	300 ng/mL	150 ng/mL
THC (Marijuana)	50 ng/mL	15 ng/mL
Opiates (Codeine/Morphine)	2000 ng/mL	2000 ng/mL
Phencyclidine (PCP)	25 ng/mL	25 ng/mL

New Drugs Tested & Cut-Off Levels (after October 1, 2010)	Initial Screening Cut-off Concentration	Confirmation Cut-Off Confirmation
Heroin	10 ng/mL	10 ng/mL
Ecstasy (MDMA, MDA, MDEA)	500 ng/mL	250 ng/mL
Amphetamines/Methamphetamines	500 ng/mL	250 ng/mL
Cocaine	150 ng/mL	100ng/mL
THC (Marijuana)	50 ng/mL	15 ng/mL
Opiates (Codeine/Morphine)	2000 ng/mL	2000 ng/mL
PCP	25 ng/mL	25 ng/mL

Recommendations on Updating a Drug & Alcohol Policy

- Any reference to the Canadian Model Section 4.8.1. needs to have the time reference altered from the implied 2005 effective date
- Cut-off concentrations either directly listed, or referenced to in Section 3.1 b(ii) of the Canadian Model in your drug & alcohol policy should be changed to reflect the new levels. Recommend making a note in your policy stating that the concentration levels are taken from the SAMHSA Mandatory Guidelines for Federal Workplace Drug Testing Programs and that these levels may change from time to time as SAMHSA updates their testing protocols
- The decision needs to be made as to whether to continue testing using the standard 5 panels of drugs (pre October 1, 2010), or to expand it to include Ecstasy and Heroin (after October 1, 2010)
- Please note that Heroin testing cannot be administered on a point of collection test currently
- Ecstasy testing is available on a point of collection test and current efforts are being made by the manufacturers to alter the point of collection tests to fall in line with the new cut-off concentrations
- Manufacturers have indicated that their future plan is to only produce one line of testing devices using the new initial screening cut-off concentrations
- If the decision is made to continue with point of collection testing, SureHire recommends continuing with the standard 5-panel test using the new initial screening concentration cut-off levels
- A company must provide employees 60 days notice prior to implementing any changes to an existing drug & alcohol policy. Notice should be given no later than August 1, 2010 to meet the October 1, 2010 implementation date

Links

- www.surehire.ca (SureHire Occupational Health Testing Services)
- www.samhsa.gov (Substance Abuse and Mental Health Services Administration)
- <http://edocket.access.gpo.gov/2008/pdf/E8-26726.pdf> (Mandatory Guidelines for Federal Workplace Drug Testing Programs; Notice)
- www.hhs.gov (United States Department of Human Health Services)
- <http://www.mhsa.ab.ca/2005canadianmodel.pdf> (Canadian Model)
- www.gdml.ca (Gamma Dynacare Laboratory)
- www.maxxam.ca (Maxxam Laboratory)
- www.dkml.com (Dynamlife Laboratory)