2019 Employer Drug Testing Survey

CCG’s third annual Employer Survey polled employers across thirty-five different industries, providing insights into substance abuse testing. Survey questions spanned from testing methodologies to current industry issues such as marijuana legalization and the opioid epidemic.

What industry best describes your company?

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction</td>
<td>19%</td>
</tr>
<tr>
<td>Other</td>
<td>16%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>13%</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>10%</td>
</tr>
<tr>
<td>Transportation</td>
<td>8%</td>
</tr>
<tr>
<td>Energy/Utilities</td>
<td>7.5%</td>
</tr>
<tr>
<td>Government</td>
<td>4.5%</td>
</tr>
<tr>
<td>Professional Services</td>
<td>4%</td>
</tr>
<tr>
<td>Staffing</td>
<td>4%</td>
</tr>
<tr>
<td>Consulting</td>
<td>3%</td>
</tr>
<tr>
<td>Background Screening</td>
<td>3%</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>2%</td>
</tr>
<tr>
<td>Retail</td>
<td>2%</td>
</tr>
<tr>
<td>Education</td>
<td>1%</td>
</tr>
<tr>
<td>General Business</td>
<td>1%</td>
</tr>
<tr>
<td>Defense/Aerospace</td>
<td>.5%</td>
</tr>
<tr>
<td>Leisure/Hospitality</td>
<td>.43%</td>
</tr>
<tr>
<td>Finance</td>
<td>.32%</td>
</tr>
<tr>
<td>Technology</td>
<td>.32%</td>
</tr>
<tr>
<td>Telecommunications</td>
<td>.32%</td>
</tr>
<tr>
<td>Legal/Law Firm</td>
<td>.11%</td>
</tr>
</tbody>
</table>

What types of substance abuse testing do you perform?

<table>
<thead>
<tr>
<th>Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Follow-up</td>
<td>40%</td>
</tr>
<tr>
<td>Periodic</td>
<td>25%</td>
</tr>
<tr>
<td>Post-accident</td>
<td>79%</td>
</tr>
<tr>
<td>Pre-employment</td>
<td>95%</td>
</tr>
<tr>
<td>Random</td>
<td>80%</td>
</tr>
<tr>
<td>Reasonable suspicion</td>
<td>79%</td>
</tr>
<tr>
<td>Return-to-duty</td>
<td>48%</td>
</tr>
</tbody>
</table>
Testing Methodologies and Types

What types of drug testing methods do you use?

- Hair testing: 30%
- Instant screening oral fluid: 17%
- Instant screening urine: 48%
- Lab-based oral fluid testing: 24%
- Lab-based urine testing: 84%
- Other: 7%

While the overwhelming majority of workplace drug testing is still pre-employment, most employers continue testing post-hire.

How is your substance abuse testing program administered?

- Third Party Administrator (TPA): 42%
- Lab Direct: 14%
- Self-Administered: 29%
- Background Screening Company: 9%
- Other: 6%
- 78% of employers do more than just pre-employment drug testing.

What percentage of your company’s drug testing is pre-employment?
How concerned are you about marijuana in the workplace?

- 17% Not at all concerned
- 30% Slightly concerned
- 54% Concerned

Due to legalized marijuana, how concerned are you about the decrease in quality of new-hires/employees in the workplace?

- 19% Not at all concerned
- 28% Slightly concerned
- 54% Concerned

How concerned are you about increased costs in the workplace due to legalized marijuana?

- 21% Not at all concerned
- 28% Slightly concerned
- 52% Concerned

* Concerns included increased workers’ compensation, health insurance costs, litigation, and more.

If you are concerned about increased costs in the workplace due to legalized marijuana, what costs do you anticipate increasing?

- 50% Costs due to employee absenteeism
- 62% Costs due to lost productivity
- 73% Costs due to workplace accidents/incidents
- 33% Healthcare costs
- 43% Hiring costs
- 38% Legal costs
- 53% Workers’ compensation
- 9% Other

4.5% of employers are considering removing marijuana from their test panel in the next 12 months.

Reasons for removing marijuana from your test panel in the next 12 months.

- 38% We cannot hire new employees due to marijuana positive drug tests
- 3% Testing for marijuana is not permitted in our state(s) of operation
- 13% We are concerned about lawsuits/legal liability if we test for marijuana
- 52% Other
Prescription Drug Use in the Workplace

How concerned are you about prescription drug abuse in the workplace?

- Not at all concerned: 11%
- Slightly concerned: 30%
- Concerned: 59%

How concerned are you about safety in the workplace due to prescription drug use?

- Not at all concerned: 10%
- Slightly concerned: 28%
- Concerned: 62%

Due to prescription drug use, how concerned are you about the decrease in quality of new-hires/employees in the workplace?

- Not at all concerned: 14%
- Slightly concerned: 39%
- Concerned: 47%

If you are considering adding additional prescription drugs to your test panel in the next 12 months, please indicate why.

- 38% We are worried about hiring new employees that are using/abusing prescription drugs.
- 7% Our state(s) of operation now require testing for additional prescription drugs.
- 14% We are concerned about lawsuits/legal liability if we do not add additional prescription drugs to our panel.
- 50% Other
When was the last time you updated your drug testing policy?

1–6 Months 22%
6–12 Months 18%
1–3 Years 25%
3+ Years 11%
Never 2%
Do Not Know 21%

Employers likely to add oral fluid to their drug testing program if DOT accepts lab-based oral fluid as a testing specimen.

Do you return employees to duty after a positive drug test?

Yes, in all cases 1%
Yes, but only after rehabilitation and return-to-duty testing 20%
Yes, but only after a SAP evaluation and return-to-duty testing 20%
No 50%
Other 9%

79% of employers are confident in the accuracy of their policy for the laws in states in which they conduct business.

If you are planning on modifying your testing program if SAMHSA/DOT approves oral fluid testing, which is most likely?

ADD additional specimen types to our current testing program 8%
REPLACE urine with oral fluid for DOT testing only 16%
REPLACE urine testing entirely with oral fluid testing 8%
ADD oral fluid for DOT testing only 27%
Other
Employers continue to be concerned about workplace safety and understand the vital role workplace drug testing plays. With continued testing for marijuana as well as additional testing for prescription drugs, employers continue to promote workplace safety.