

# CT Statewide Drug and Alcohol Testing Consortium Newsletter JUNE 2024

## New Proactive Process – Pre-Employment Drug Test Results

DISA has implemented a new proactive process to track pre-employment drug test results. This new process will enable them to be more proactive in managing all of your testing and expediting the results with minimal delays. With this new process, the portal will prompt DERs and/or Alternate DERs to include an appointment date and time when completing authorization forms within the DISA system. While the appointment time is optional, the appointment date is mandatory. This date will enable DISA to monitor and follow up on all pending authorizations within 24 hours after the appointment date. In the event that no testing results are received by the third day, the DER will be notified of the missed test.

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## Site Visits

Site visits shall continue at each member location over the next several months. The purpose of these visits is to review the agency's anti-drug and alcohol misuse testing program, assist the DERs with any questions or concerns that they might have, and help them to successfully manage their own drug and alcohol testing program. Consortium Coordinator, Nhan Vo-Le, will contact DERs to schedule these site visits.

# DOT Oral Fluid Testing Rules: Key Updates & Insights

Details on the approval of oral fluid testing by the **Department of Health and Human Services (HHS)** on June 1, 2023, emphasizing the reliability of oral fluid testing when faced with common challenges like shy bladder, transgender or non-binary individuals, or collector observed testing. Also covered are the necessary preparations for employers, including updating policies, implementing robust training, required testing materials, and other key considerations.

Patrice M. Kelly, JD, Senior Policy Executive Adviser for **NDASA (the National Drug and Alcohol Screening Association)** and a current employee of the **Department of Transportation (DOT)** recently presented at **Day with DISA**. In a comprehensive session, Ms. Kelly detailed the upcoming changes in DOT-regulated oral fluid testing, including the current status, planning for the future, and the readiness of organizations for these changes. Her insights were focused on the impact and implementation of oral fluid testing in DOT companies.

## Key Takeaways:

- **HHS Approval and Implementation Timeline:** The HHS approved oral fluid testing, with DOT's final rule effective from June 1, 2023, however employers cannot use oral fluid testing for DOT regulated tests until laboratories and collection devices are certified. If you want to implement oral fluid testing, you must prepare for this change by updating company policies and training your staff accordingly.
- **Reliability of Oral Fluid Testing:** Oral fluid testing is as reliable as urine testing, with advancements ensuring it can be used with the same confidence level. This development is crucial for maintaining the integrity of drug testing programs and ensuring workplace safety.
- **Direct Observation and Privacy Concerns:** All oral fluid tests will be directly observed, addressing privacy concerns and reducing the chances of adulteration or substitution. This method is particularly beneficial in sensitive situations involving transgender or non-binary individuals, ensuring dignity and compliance with civil rights.
- **Employer Responsibilities and Choices:** Employers are responsible for choosing between oral fluid and urine testing based on their specific needs and the nature of the testing (**random, post-accident, return-to-duty**). This choice must be communicated through standing orders to collection sites, emphasizing the employer's control over the testing process.
- **Transgender and Non-Binary Considerations:** In cases requiring directly observed collections, oral fluid testing **becomes mandatory** for transgender and non-binary individuals, aligning with civil rights protections and ensuring a respectful and non-discriminatory testing process.
- **Preparation for Implementation:** Employers need to act now to prepare for the introduction of oral fluid testing. This preparation includes updating policies, training designated employer representatives, and establishing clear protocols for when and how different **types of tests** should be conducted.

## Consortium Random Selections

The 3<sup>rd</sup> quarter random selections have been generated and sent out on June 25<sup>th</sup>, 2024 in preparation for the July 1<sup>st</sup> begin date. You cannot begin testing on these selections until July 1<sup>st</sup>, 2024 or after. The last day to complete the selections is September 31<sup>st</sup>, 2024.

Please reach out to the scheduling team to schedule your onsite testing events at [scheduling@disa.com](mailto:scheduling@disa.com).

It is important to note that testing is required to spread out throughout the quarter as well as around holidays that you are in service for.

If you have any questions about your random selections or your testing schedule, contact Candice Rouisse Telephone #800-211-4469 Extension 6021 or Email: [Candice.Rouisse@disa.com](mailto:Candice.Rouisse@disa.com)

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## Participant Lists

### Reminder:

Dear DERs and Alternate DERs,

Please ensure that all active and covered employee rosters are regularly updated on a monthly basis. DISA provides a current list on the 1<sup>st</sup> of each month for reference. It is crucial that the roster is accurate prior to any random selection process. Only employees who are capable of performing safety-sensitive duties should be included in the selection pool.

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# **Drug and Alcohol Testing Program Third Party Administrator (TPA) DISA Global Solutions, Inc. COMPANY CONTACTS**

## **Mobile Operations**

### **Scheduling Department**

Jason Allen – Main Telephone #800-211-4469 Extension 6051. Email: [Jason.Allen@disa.com](mailto:Jason.Allen@disa.com)

Taylor Leblanc - Main Telephone #800-211-4469 Extension 6041. Email: [Scheduling@disa.com](mailto:Scheduling@disa.com)

### **Collectors**

Nathan Rice

William Mauhs

Noelle Iglesias

Christopher Fitzpatrick

### **Senior Client Account Representative / Consortium Program Administrator**

Candice Rouisse - Telephone #800-211-4469 Extension 6021

Email: [Candice.Rouisse@disa.com](mailto:Candice.Rouisse@disa.com)

Fax: 413-283-6945 or 413-284-0022

### **Accounting**

Auberey Ramon - Main Telephone #800-211-4469. Email: [Auberey.Ramon@disa.com](mailto:Auberey.Ramon@disa.com)

### **Senior Manager, Client Services**

David Alexander - Main Telephone #281-673-2400. Email: [David.Alexander@disa.com](mailto:David.Alexander@disa.com)

### **24-Hour Drug & Alcohol Testing On-Site**

Post-Accident

Reasonable Suspicion

1-800-967-3135 Toll-Free Emergency Line

Be prepared to provide the following information:

Your Name & Agency Name

Phone Number

Location of Incident

Reason for Call (Post-Accident or Reasonable Suspicion)

### **Medical Review Officer (MRO) Department**

University Services

Richard Weinstein, MD

2800 Black Lake Place,

Suite A

Philadelphia, PA 19154

Phone: 800-624-3784

Fax: 215-637-6998

# Enhance Awareness of the Employee Assistance Program (EAP)

Note: This letter from The Lexington Group should be made available to safety-sensitive employees and posted in the break room



## TheLexingtonGroup

Your Employee Assistance Program

A Woman Owned Enterprise Since 2000

Dear CT Drug Consortium Employees and Family Members:

The Lexington Group Employee Assistance Program (EAP) provides CONFIDENTIAL face-to-face and virtual counseling services to assist employees in identifying and resolving personal problems. Examples include marriage and family issues, job stress, alcohol and drug abuse, depression and other emotional concerns. The Lexington Group services also include referral resources for legal, financial, eldercare, and childcare through the Life Care program.

Because employee lives may be affected by problems with a spouse or other family members, this program is extended to household family members as well. You or your household family members may contact your EAP directly at any time. No matter what your situation, any assistance you seek through the EAP is held in the strictest confidence. Involvement will not jeopardize your job security, future promotional opportunities or reputation.

For confidential and immediate access, you may call The Lexington Group 24/7 at:

**1-800-676-HELP (4357)**

You may also request services or read more about the program online at:

**[www.The-Lexington-Group.com](http://www.The-Lexington-Group.com)**

Your unique employee password is "CTDrugConsort"

We hope you will share our enthusiasm for The Lexington Group, Employee Assistance Program, and the opportunity it presents to help you and your family.

Sincerely,  
The Lexington Group



## Contact & Resource Information

### DISA Global Solutions, Inc.

*Formerly Occupational Drug Testing (ODT)*

[www.Disa.com](http://www.Disa.com)

Toll Free # 800-211-4469

### The Lexington Group

[www.The-Lexington-Group.com](http://www.The-Lexington-Group.com)

Toll Free # 800-571-0197

### Employee Assistance Program

1-800-676-HELP (4357)

Request clinical services online directly from the web site at:

[www.The-Lexington-Group.com](http://www.The-Lexington-Group.com)

To log on, your customer name is "CT Drug Consortium"

And your unique employee password is "CTDrugConsort"

Are you aware of the availability of program forms and resource documents on

GHTD's website? Go to:

<https://www.hartfordtransit.org/about/drug-alcohol-testing-consortium/>

Also, checkout the following materials:

What Employers Need to Know About DOT Drug and Alcohol Testing

What Employees Need to Know About DOT Drug and Alcohol Testing

Resources for The Designated Employer Representative (DER)

Lexington Newsletters

FTA Regulation Update Issues

The following FTA website provides a wealth of information such as trainings, newsletters, etc. on the Drug and Alcohol Testing Program that you might find very helpful:

[www.fta.dot.gov/12533.html](http://www.fta.dot.gov/12533.html)

You may also find Title 49 Parts 40 and 655 (FTA regulations on the drug and alcohol testing program) by using the Search engine.