

AUTUMN 2022



CCDAPP Newsletter

Congratulations to the following individuals on their initial or renewal certification for the 2nd Quarter of 2022:

CSAPA Renewal of Certification:

Mary Hines
Stephanie Wells
Lorri Smith
Shawn O'Neil
Jared Sloan
Debra Halston



NEW CSAPA Recipients

Lao Lee

NEW DAPA-MC Recipients

Sheila Lautzenhiser



- Chemical analyses recently confirmed that the earliest known alcoholic beverage was a mixed fermented drink of rice, honey, and hawthorn fruit and/or grape.
- The residues of the beverage, dated ca. 7000–6600 BCE, were recovered from pottery from a Neolithic village in China. This beverage predates the earliest known grape wine from the Middle East by more than 500 years.

<https://doi.org/10.1073/pnas.0407921102>

SUE CLARK AWARD FOR EXCELLENCE 2022 - WILLIAM JUDGE, JD, LL.M.

Esteemed attorney and drug-free workplace expert Bill Judge was announced as the recipient of the prestigious Sue Clark Award for Excellence at the Substance Abuse Program Administrators' Association annual meeting. Bill has over 33 years of experience in the workplace drug and alcohol testing industry. Among many accomplishments, Bill is the Co-Founder of the Drug Screening Compliance Institute (DSCI); a 10-year member of American College of Occupational and Environmental Medicine (ACOEM) MRO Faculty; a Past Advisor to American Society of Addiction Medicine (ASAM) MRO Committee; and a 5-year participant in White House Office of National Drug Control Policy (ONDCP) Regional Student Drug Testing Summits.



The Certification Commission for Drug and Alcohol Program Professionals (CCDAPP) created the Sue Clark Award for Excellence in 2011, following the passing of drug and alcohol testing industry pioneer, Sue Clark.

Training Corner

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Webinars on a variety of drug and alcohol related topics

www.currentconsultinggroup.com

NDASA

Provides professional training and certification, hosts educational conferences, and leads governmental advocacy efforts.

<https://www.ndasa.com>

SAPAA

Provides training through webinars, on-demand online courses, & an annual training conference.

<https://www.sapaa.com>

USDTL

Presentations and newsletters on a variety of drug and alcohol related topics

<http://www.usdtl.com>



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What Is a Substance Use Disorder?

American Psychiatric Association

Substance use disorder (SUD) is a complex condition in which there is uncontrolled use of a substance despite harmful consequences. People with SUD have an intense focus on using a certain substance(s) such as alcohol, tobacco, or illicit drugs, to the point where the person's ability to function in day-to-day life becomes impaired. People keep using the substance even when they know it is causing or will cause problems. The most severe SUDs are sometimes called addictions.

People with a substance use disorder may have distorted thinking and behaviors. Changes in the brain's structure and function are what cause people to have intense cravings, changes in personality, abnormal movements, and other behaviors. Brain imaging studies show changes in the areas of the brain that relate to judgment, decision making, learning, memory, and behavioral control.

Repeated substance use can cause changes in how the brain functions. These changes can last long after the immediate effects of the substance wears off, or in other words, after the period of intoxication.

Intoxication is the intense pleasure, euphoria, calm, increased perception and sense, and other feelings that are caused by the substance. Intoxication symptoms are different for each substance.

When someone has a substance use disorder, they usually build up a tolerance to the substance, meaning they need larger amounts to feel the effects.

According to the National Institute on Drug Abuse, people begin taking drugs for a variety of reasons, including:

- To do better — improve performance or thinking.
- Curiosity and peer pressure or experimenting.
- To feel better — relieve stress, forget problems, or feel numb.
- To feel good — feeling of pleasure, "high" or "intoxication."
- In addition to substances, people can also develop addiction to behaviors, such as gambling (gambling disorder).

People with substance use and behavioral addictions may be aware of their problem but not be able to stop even if they want and try to. The addiction may cause physical and psychological problems as well as interpersonal problems such as with family members and friends or at work. Alcohol and drug use is one of the leading causes of preventable illnesses and premature death nationwide.

Symptoms of substance use disorder are grouped into four categories:

- Impaired control: a craving or strong urge to use the substance; desire or failed attempts to cut down or control substance use.
- Social problems: substance use causes failure to complete major tasks at work, school or home; social, work or leisure activities are given up or cut back because of substance use.
- Risky use: substance is used in risky settings; continued use despite known problems.
- Drug effects: tolerance (need for larger amounts to get the same effect); withdrawal symptoms (different for each substance).

Many people experience substance use disorder along with another psychiatric disorder. Oftentimes another psychiatric disorder precedes substance use disorder, or the use of a substance may trigger or worsen another psychiatric disorder.

How Is Substance Use Disorder Treated?

Effective treatments for substance use disorders are available.

The first step is recognition of the problem. The recovery process can be delayed when a person lacks awareness of problematic substance use. Although interventions by concerned friends and family often prompt treatment, self-referrals are always welcome and encouraged.

What Is a Substance Use Disorder? (Continued)

A medical professional should conduct a formal assessment of symptoms to identify if a substance use disorder is present. All patients can benefit from treatment, regardless of whether the disorder is mild, moderate, or severe. Unfortunately, many people who meet criteria for a substance use disorder and could benefit from treatment don't receive help.

Because SUDs affect many aspects of a person's life, multiple types of treatment are often required. For most, a combination of medication and individual or group therapy is most effective. Treatment approaches that address an individual's specific situation and any co-occurring medical, psychiatric, and social problems is optimal for leading to sustained recovery.

Medications are used to control drug cravings, relieve symptoms of withdrawal, and to prevent relapses. Psychotherapy can help individuals with SUD better understand their behavior and motivations, develop higher self-esteem, cope with stress, and address other psychiatric problems.

A person's recovery plan is unique to the person's specific needs and may include strategies outside of formal treatment. These may include:

- Hospitalization for medical withdrawal management (detoxification).
- Therapeutic communities (highly controlled, drug-free environments) or sober houses.
- Outpatient medication management and psychotherapy.
- Intensive outpatient programs.
- Residential treatment ("rehab").
- Many people find mutual-aid groups helpful (Alcoholics Anonymous, Narcotics Anonymous, SMART Recovery).
- Self-help groups that include family members (Al-Anon or Nar-Anon Family Groups).

13 principles of effective drug addiction treatment

These 13 principles of effective drug addiction treatment were developed based on three decades of scientific research. Research shows that treatment can help drug-addicted individuals stop drug use, avoid relapse and successfully recover their lives.

1. Addiction is a complex, but treatable, disease that affects brain function and behavior.
2. No single treatment is appropriate for everyone.
3. Treatment needs to be readily available.
4. Effective treatment attends to multiple needs of the individual, not just his or her drug abuse.
5. Remaining in treatment for an adequate period of time is critical.
6. Counseling—individual and/or group—and other behavioral therapies are the most commonly used forms of drug abuse treatment.
7. Medications are an important element of treatment for many patients, especially when combined with counseling and other behavioral therapies.
8. An individual's treatment and services plan must be assessed continually and modified as necessary to ensure it meets his or her changing needs.
9. Many drug-addicted individuals also have other mental disorders.
10. Medically assisted detoxification is only the first stage of addiction treatment and by itself does little to change long-term drug abuse.
11. Treatment does not need to be voluntary to be effective.
12. Drug use during treatment must be monitored continuously, as lapses during treatment do occur.
13. Treatment programs should assess patients for the presence of HIV/AIDS, hepatitis B and C, tuberculosis and other infectious diseases, as well as provide targeted risk-reduction counseling to help patients modify or change behaviors that place them at risk of contracting or spreading infectious diseases.

Source: National Institute on Drug Abuse. These principles are detailed in NIDA's Principles of Drug Addiction Treatment: A Research-Based Guide.

Five Ways Cannabis Breath Testing Can Improve Employee Retention

By Tricia O'Connor, Director of Content at Hound Labs, Inc.

Employers are losing valuable employees because of confusing cannabis laws + workplace drug testing policies. Here are five ways a cannabis breath test can boost retention.

Employee retention is in the pits. Despite whatever doom and gloom predictions you may hear about the economy and hiring forecasts, businesses are still struggling to keep employees. Nearly 4.5 million people quit their jobs in April, and more than 11 million jobs are waiting to be filled.¹

And yet, many employers are still toying with cliché retention strategies designed to distract employees rather than address their concerns of dissatisfaction and disengagement (how many pizza parties and gym memberships can one person have?). While we could write an entire blog about how we built an expansive remote workforce during a pandemic, we're much more equipped to zero in on one important aspect of employee retention – company culture.

And because we focus our rigorous scientific research and cutting-edge drug testing technology on improving SAFETY + FAIRNESS™ for employees, we're going to start there.

LOSING VITAL EMPLOYEES

“Every month I'm down one person due to a positive drug test result. The cost to replace an employee is \$10K when recruitment, onboarding, and training costs are considered.”

Manufacturing Employer

We can't tell you how many times we hear from employers who echo this concern. Companies want to keep their best and brightest, but confusing cannabis laws and outdated workplace drug testing policies (zero-tolerance, anyone?) are leaving employers no choice but to terminate or suspend good employees for failing a cannabis test - even in states where adult cannabis use is legal. And when other employees see this happening, they may be compelled to quit and find work with a company that has a more modern drug testing program and policy.

“We're struggling to keep our employees as other employers in the area are allowing marijuana.”

Manufacturing + Distribution Employer

FIVE WAYS BREATH CAN BOOST RETENTION

The answer to this retention problem may be a cannabis breath test that detects only recent use, correlating more closely to the employee's workday.

“We have an antiquated drug testing program, and now we're stuck in a position where the laws are changing faster than our technology. We're looking for a way to continue testing and have a safe work environment.”

Manufacturing Employer

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Five Ways Cannabis Breath Testing Can Improve Employee Retention (Continued)

Here are five ways cannabis breath testing can be used to boost employee retention.

1. Random

Random testing describes the unscheduled testing of employees using a random selection process based on pre-defined criteria. Regular random cannabis breath testing helps improve workplace safety and productivity by confirming employee adherence to company policies that restrict use before or during the workday. Random testing balances a company's use of drug testing as an important risk mitigation tool, while accepting more and more people can use cannabis legally during their personal time. It also boosts employee retention by enhancing corporate culture and creating a fair and equitable testing program free of bias and subjectivity.

Random testing promotes safety because it deters on-the-job use before a problem occurs by setting an expectation that cannabis use during the workday is not acceptable. Used in combination with conventional testing methods to detect use of other drugs, an on-site cannabis breath test provides quick insight into the recent use of cannabis that has the potential to impact job safety and performance.

2. Post-Incident

Post-incident testing involves testing an employee or team involved, or associated with, an incident at work. Cannabis breath testing for recent use helps employers determine whether on-the-job use may have contributed to a workplace safety incident. A cannabis breath test can be used in conjunction with other solutions to test for a range of substances restricted by company policy. Used in this manner, a cannabis breath test assists with retention by avoiding negative action against employees for past legal cannabis use unrelated to a workplace incident.

Furthermore, technology that isolates recent use helps protect policy-abiding employees and provides an objective measure of recent use to determine on-the-job cannabis use.

3. Return-to-Duty

Return-to-duty testing involves screening employees who are returning to work after an extended leave or after a previous positive test that violated the employer's drug policy. Return-to-duty testing offers a second chance to employees after a workplace incident or drug use violation. At the same time, it gives employers an objective method to ensure safety and fairness as employees return to work.

When implemented this way, a cannabis breath test can help provide an alternative to zero-tolerance policies that take negative action after an employee's first offense. Return-to-duty breath testing helps companies support and retain employees following a first offense, while testing for recent use avoids the risk of a repeat violation.

4. Reasonable Suspicion

Reasonable suspicion testing enables the employer to test an employee when there is evidence or reasonable cause to suspect drug use. Testing for reasonable suspicion is an important method as employers work to establish safe and drug-free workplaces. A cannabis breath test for recent use helps create a safe work environment by testing employees who exhibit signs of concerning behavior, but also allows employees to return to work quickly should results clear them of recent use.

Five Ways Cannabis Breath Testing Can Improve Employee Retention (Continued)

“We certainly want to retain employees, but we have a lot of safety-sensitive positions and can't have them under the influence while they work. This tool could be a good deterrent.”

Manufacturing Employer

With a rapid on-site breath test, employers can quickly and objectively determine if an employee has recently used cannabis, either ruling out the drug or confirming it as a potential factor influencing employee behavior. Either way, employers have an objective measure to use in conjunction with additional drug testing, medical evaluation, and mental health support for employees.

5. Post-Hire

Post-hire testing involves screening all new employees within a predefined period after their date of initial employment. Employers need policies and procedures that align with current cannabis laws. Updating testing methods to isolate recent cannabis use balances company use of drug testing as an important part of its risk mitigation strategy, while recognizing many candidates can now use cannabis legally outside of work. This approach promotes equity and fairness among all employees.

Additionally, using a cannabis breath test for post-hire testing may assist with recruiting efforts because it avoids excluding qualified candidates as conventional testing methods may do. Just as employees decide to leave companies because of unfair or outdated workplace drug testing policies, they're equally compelled to recruit other good workers when they find the right company culture.

MUTUALLY BENEFICIAL

A recent use cannabis breath test can help companies future-proof their operations, maintain safety, recruit, and retain valuable employees. Employers can deter use by testing immediately after hire and throughout employment, using breath technology to enforce policies that prohibit cannabis use immediately before or while at work but do not penalize employee use outside work as outlined in the employer's policy.

A cannabis breath test provides a mutually beneficial way for employers to maintain a safe work environment and for employees to be treated fairly during the era of cannabis legalization. In an age of shallow employee retention strategies, try something that can make a meaningful and lasting impact on your company culture.

<https://houndlabs.com/2022/07/21/five-ways-cannabis-breath-testing-can-improve-employee-retention>

Facts and Statistics



6% of 12th graders use marijuana every day



Up to 30% of high schoolers use alcohol & binge drink

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