

POST CANNABIS LEGALIZATION

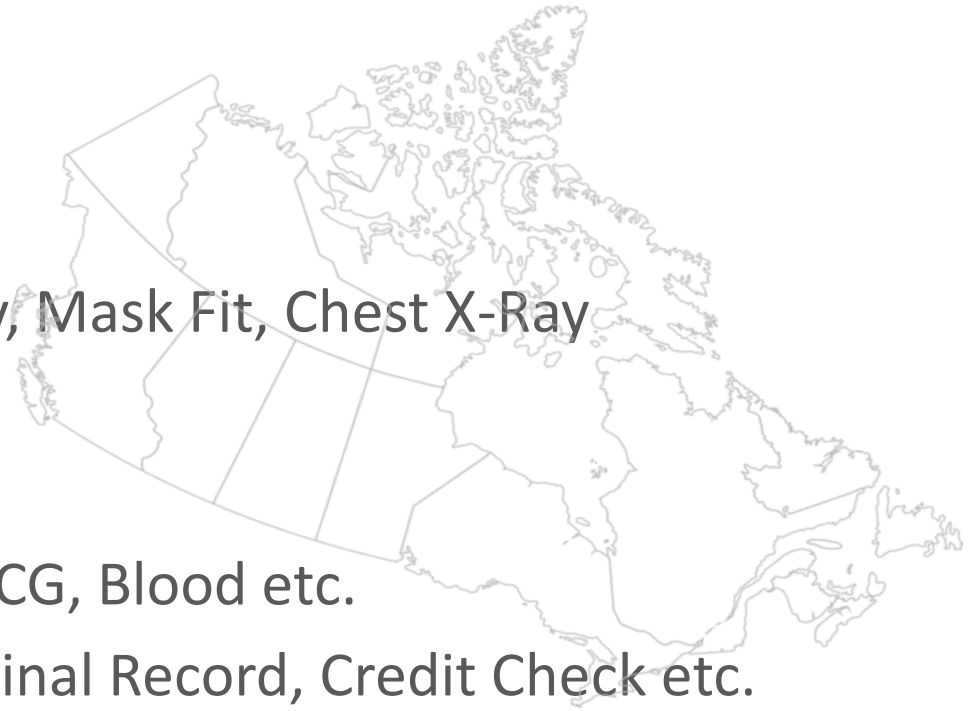
WHATS CHANGED IN THE
OCCUPATIONAL TESTING
INDUSTRY?



INTRODUCTION

SureHire is an Alberta based occupational testing company with 2000+ testing locations across Canada.

- Drug and Alcohol Services
- Audiometric Testing Services
- Lung Health Program – Spirometry, Mask Fit, Chest X-Ray
- Fitness to Work Program
- Fatigue Management Program
- Medical Services – Vaccinations, ECG, Blood etc.
- Background Check Services – Criminal Record, Credit Check etc.
- And more!



OVERVIEW

Cannabis legalization has triggered change in the following areas:



Supervisor and
Employee Awareness



Employers Testing
Strategies



Drug Failure Statistics

Cannabis Awareness and Training

September 2018 – February 2019

Reasonable Suspicion Training for Supervisors (4 Hour Session)

- How to successfully identify the signs and symptoms of substance use on the job site and how to action the five step reasonable suspicion process → Observation, Confirmation, Documentation, Confrontation, Test.

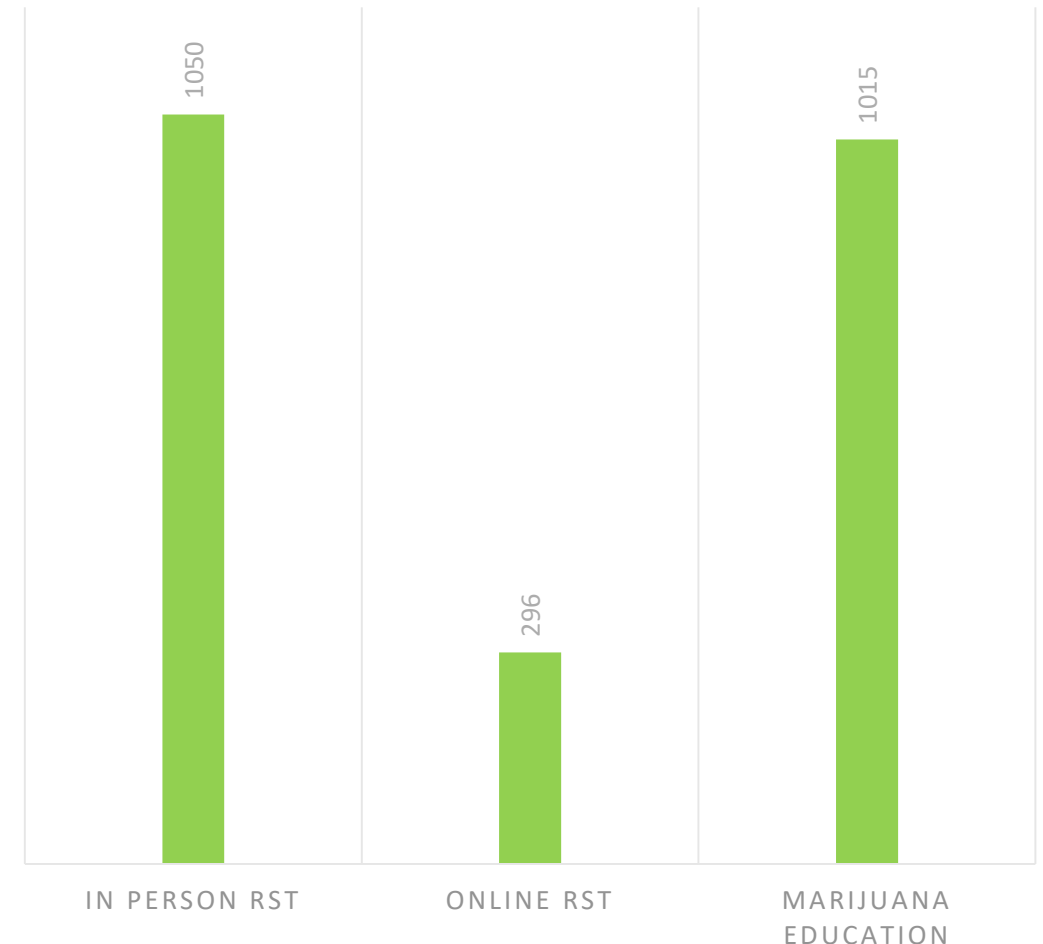
Online Reasonable Suspicion Training for Supervisors and Employees (90 Minutes)

- How to successfully identify the signs and symptoms of substance use on the job site and how to action the five step reasonable suspicion process → Observation, Confirmation, Documentation, Confrontation, Test.

Managing Marijuana in the Workplace (6-8 Hour Session)

- Recreational Cannabis, Medical Cannabis and Drug & Alcohol Policy Development

OF TRAINEES



Employer Testing Strategies

Available Testing Options

URINE DRUG TESTING



- Provides a historical window of detection (2-30+ days)
- Reliable point of collection testing (POCT) method (lab confirmation is required to obtain court admissible test results)
- Increased ability to adulterate or substitute urine sample

ORAL FLUID DRUG TESTING



- Provides a recent window of detection (up to 24 hours)
- Point of collection testing (POCT) not considered reliable; significant technology limitations
- Decreased opportunity for adulteration or substitution (observed collection)

Employer Testing Strategies

2018 Trending D&A Policies

PRE LEGALIZATION		
	Pre-Employment & Pre-Access	Post Incident & Reasonable Cause
Specimen Type	Urine	Urine
Test Method	POCT	POCT & LAB
Policy Instructions	All non-negatives sent to a laboratory for confirmation testing	No matter the POCT result, send sample to laboratory for confirmation testing

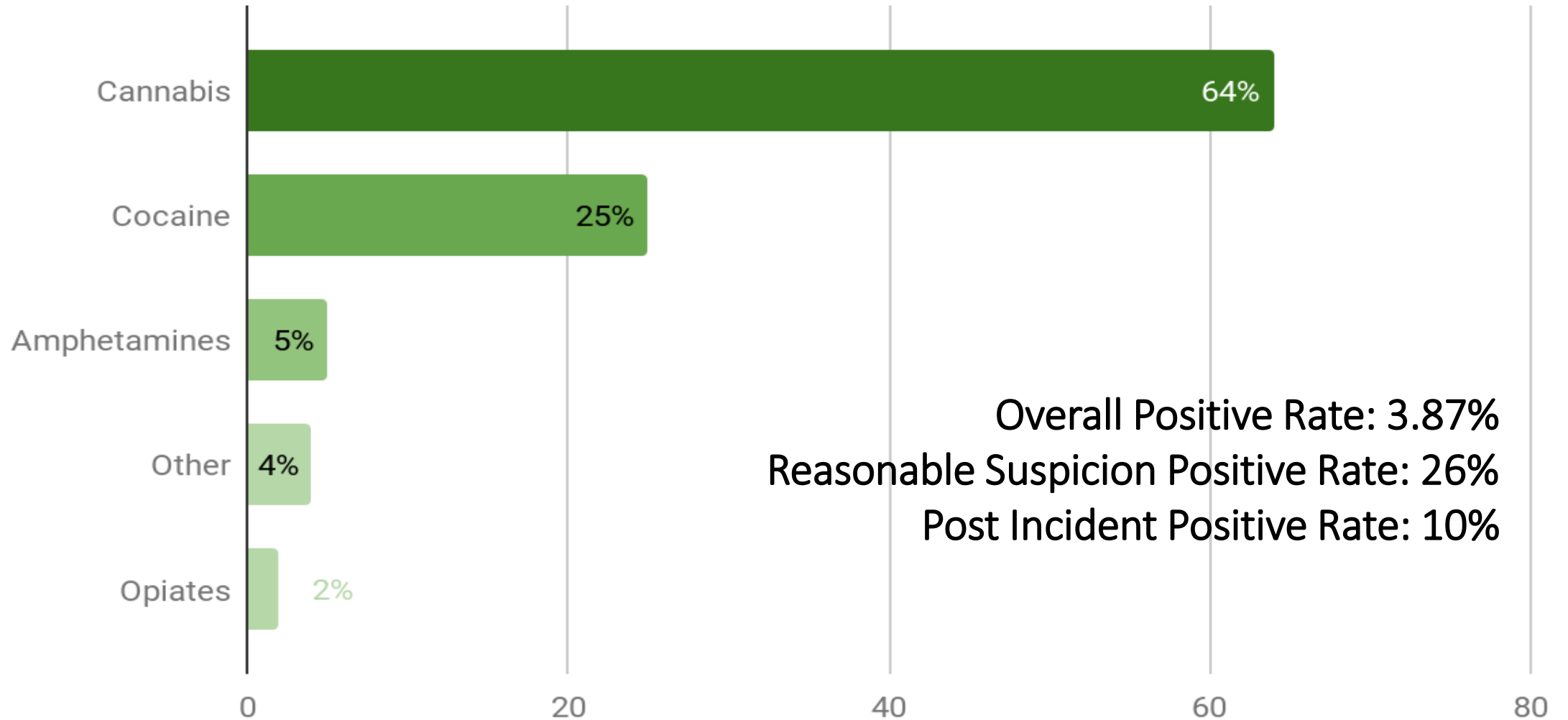
Employer Testing Strategies

2018 Trending D&A Policies

POST LEGALIZATION		
	Pre-Employment & Pre-Access	Post Incident & Reasonable Cause
Specimen Type	Urine	Urine & Oral Fluid
Test Method	POCT	Urine POCT & Oral Fluid LAB
Policy Instructions	All non-negatives sent to a laboratory for confirmation testing	Complete urine POCT and if non-negative, collect oral fluid sample and send to laboratory for confirmation testing

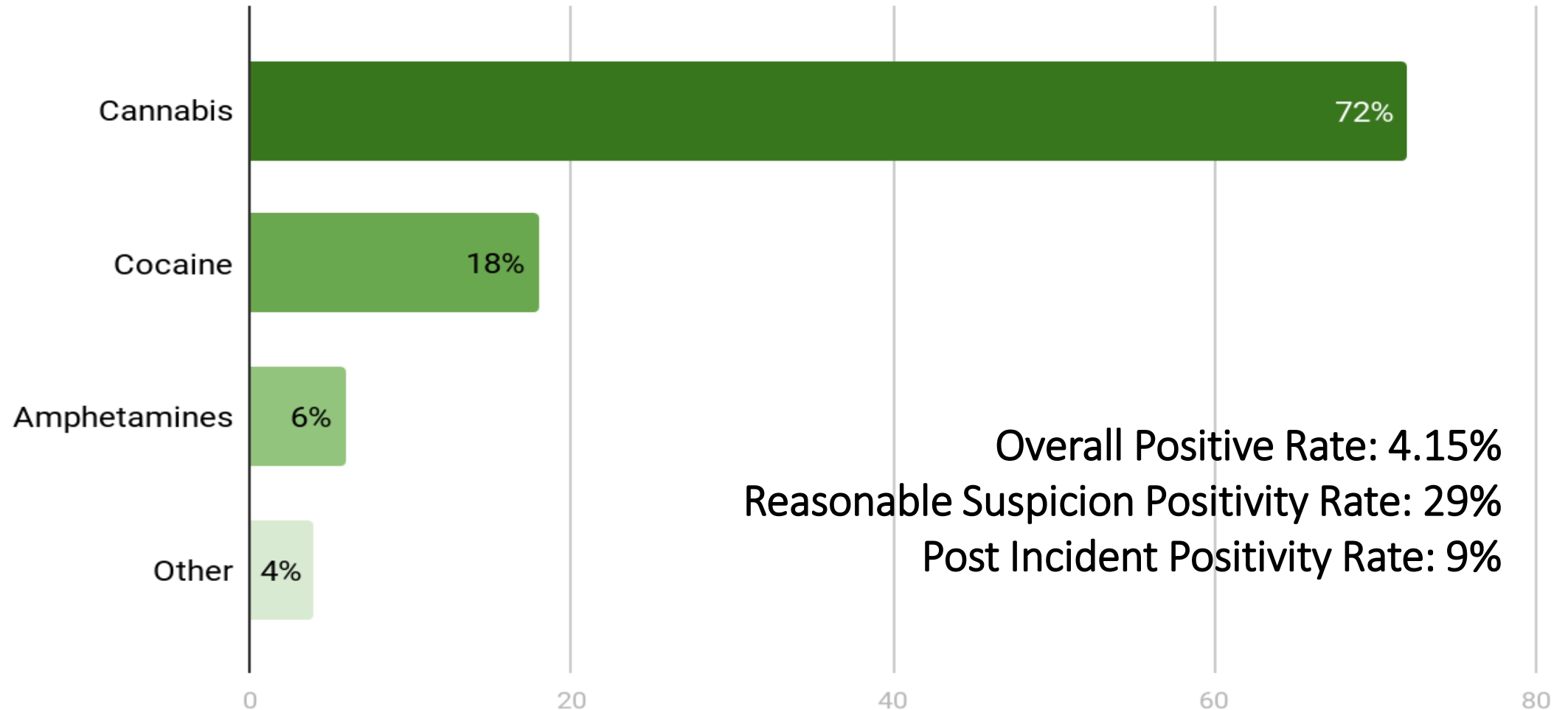
Drug Failure Rates

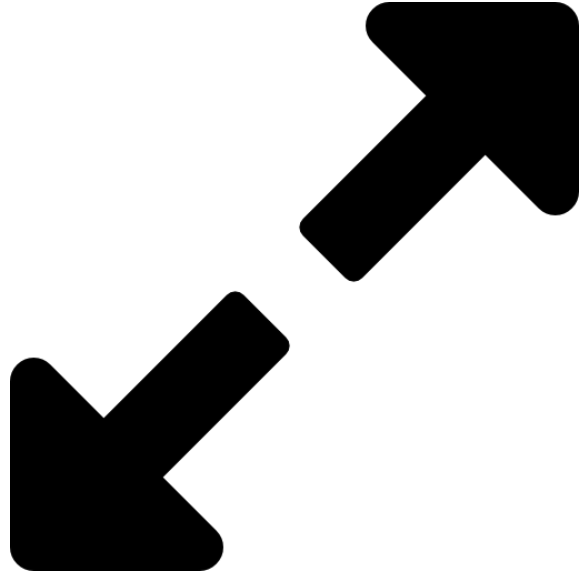
June 2018 – September 2018



Drug Failure Rates

October 2018 – February 2019





SUREHIRE
EXPERTS IN OCCUPATIONAL TESTING

Occupational Testing Statistics Overview

- o Cannabis failures have **increased 8%** post legalization
- o Cocaine failures have **decreased 7%** post legalization
- o Workers refusal to test rate has **increased 0.09%** post legalization
- o Reasonable Suspicion failures have **increased 3%** post legalization
- o Post incident failures have **decreased 1%** post legalization

