



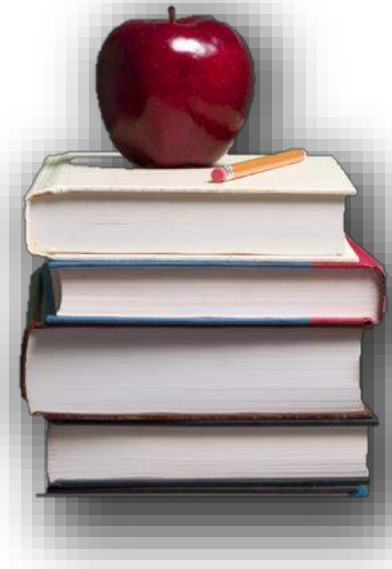
Drug & Alcohol Program Overview (Overview & Updates)

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Safety Compliance Manager

November 12, 2019

Discussion Items

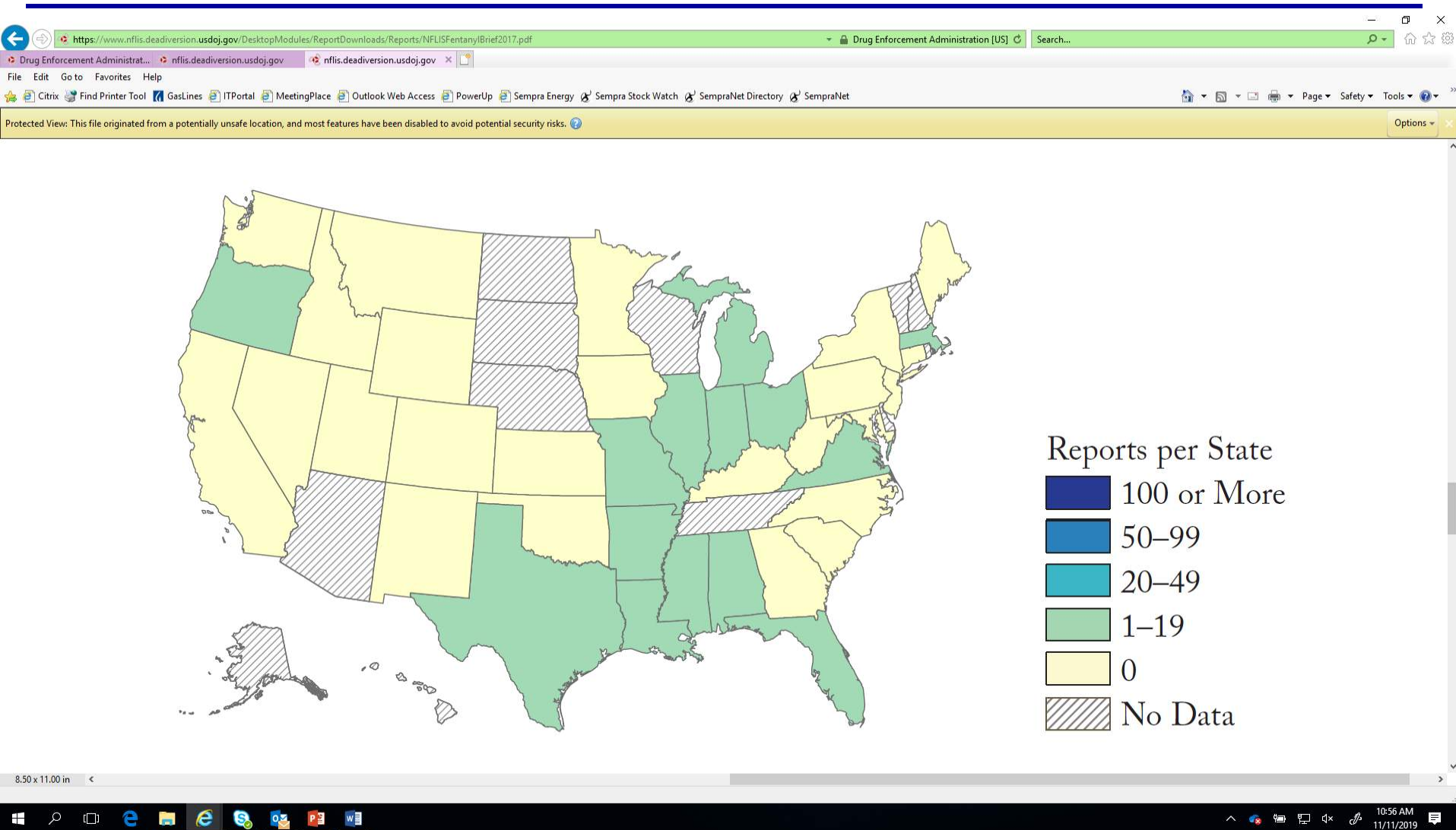
- Why are employees tested?
- When are employees tested?
- What drugs are employees tested for?
- What are the random drug testing rates?
- What is the drug testing process?
- What if an employee has a medical prescription?
- What if an employee's drug test is positive?
- What education/training do we provide?
- CBD, edibles, poppy seed, second hand smoke



~Cost Per Pound

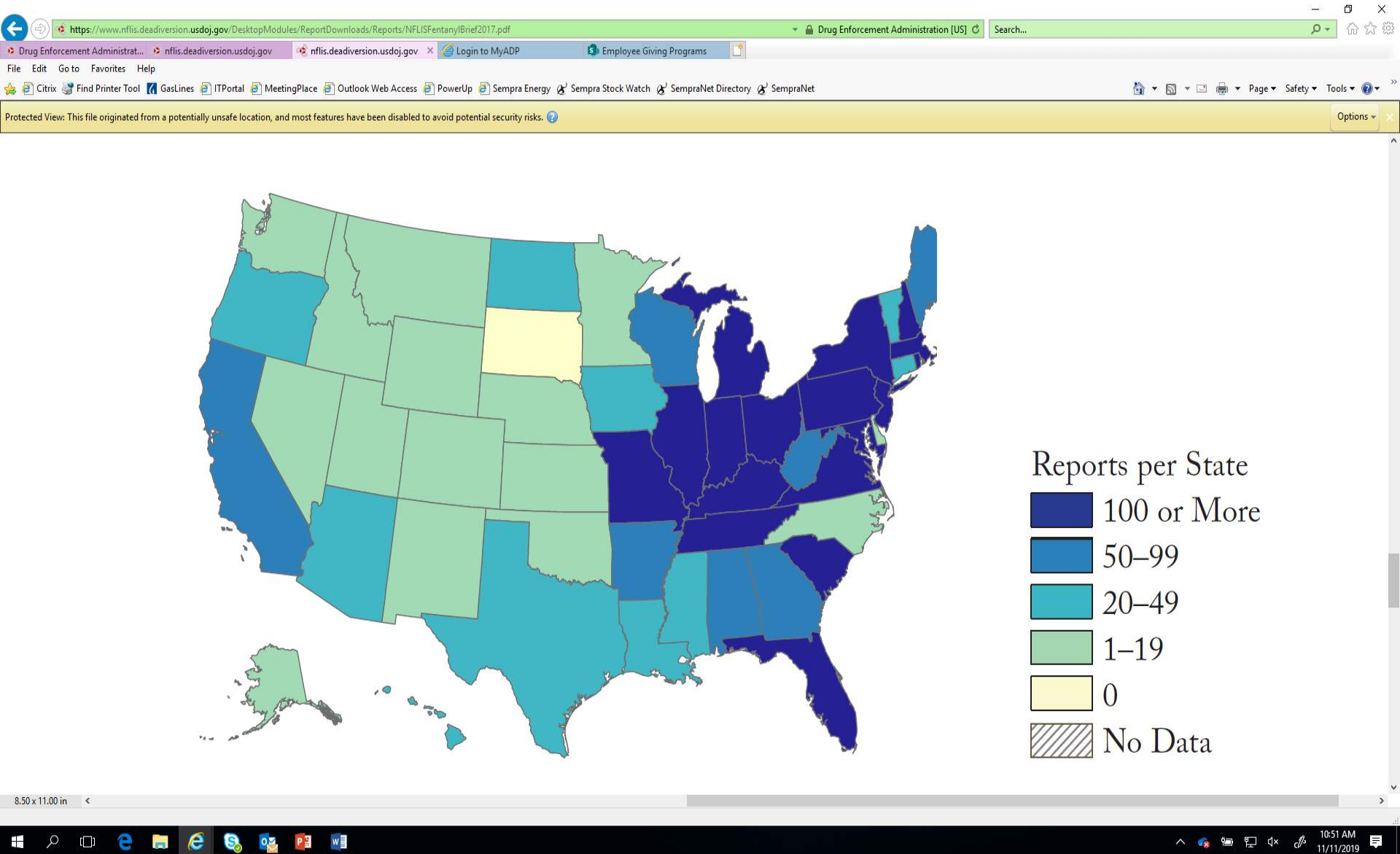
- **Marijuana Bust**
 - 105 Tons
 - \$340 million = \$1,600/pound
- **Heroin Bust:**
 - 41 pounds = \$41 million
 - \$1 million / pound
- **Acetyl Fentanyl:** \$10 million / pound
 - Fentanyl is ~50 times more potent than heroin and 100 times more powerful than morphine.
 - Fentanyl-related overdose deaths increased from about 550 deaths in 2013 to more than 2,000 deaths in 2014 and 2015.

Fentanyl reports in NFLIS by State, 2001



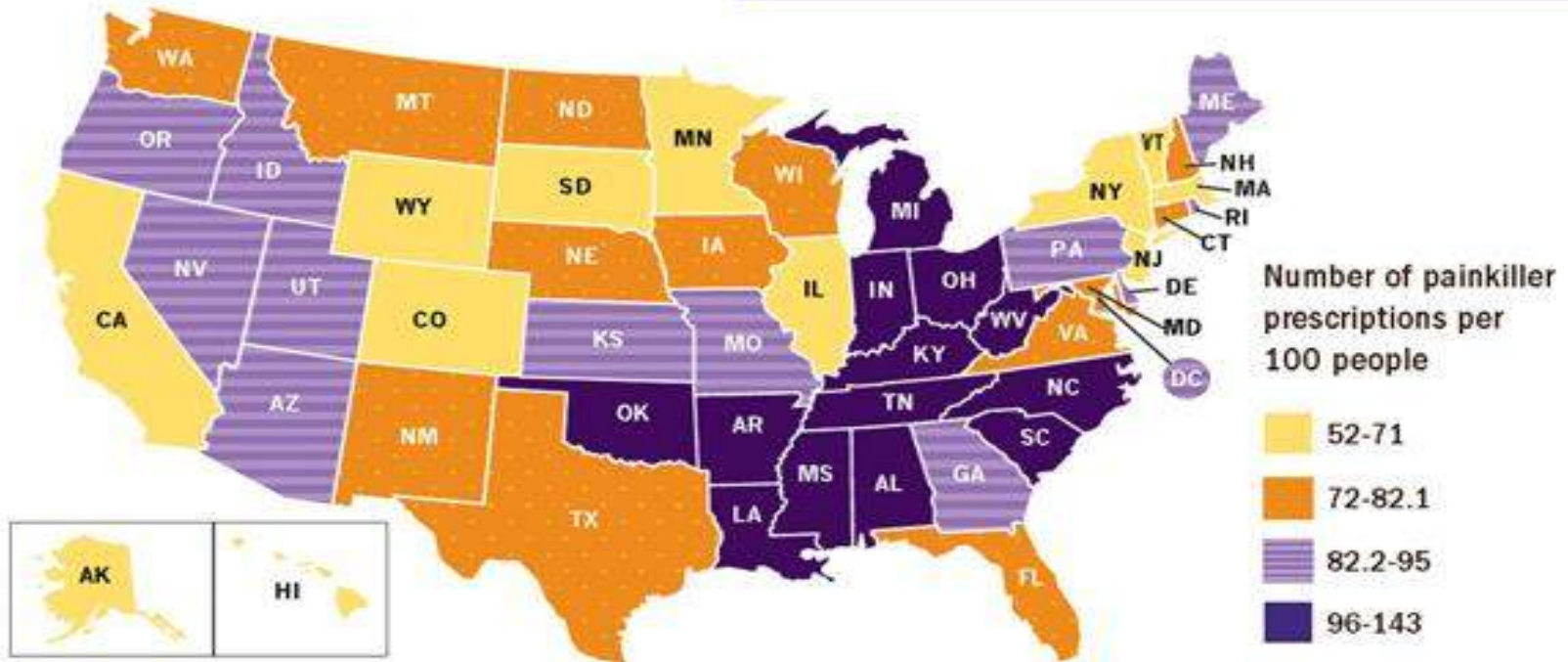


Fentanyl reports in NFLIS by State, 2015



The states with the worst prescription painkiller problem

Some states have more painkiller prescriptions per person than others.

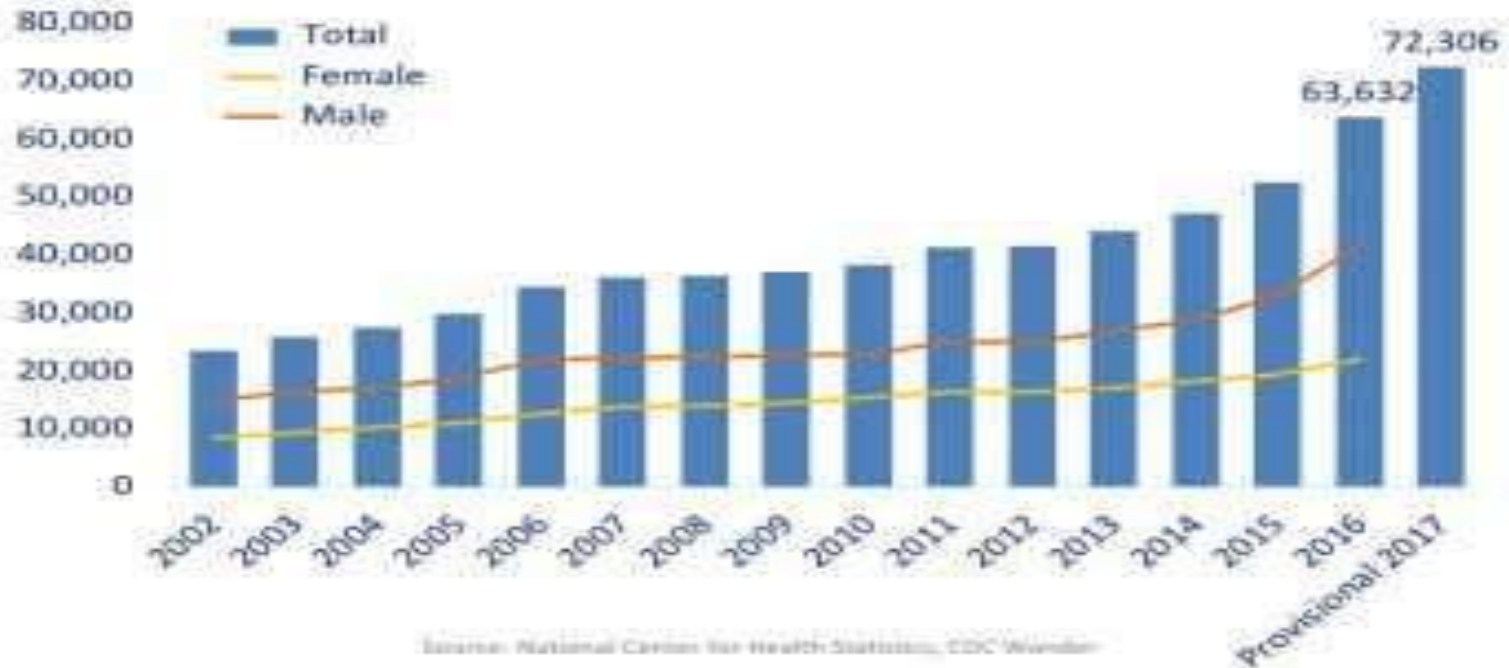


SOURCE: IMS, National Prescription Audit (NPA™), 2012.



National Overdose Deaths

Number of Deaths Involving All Drugs



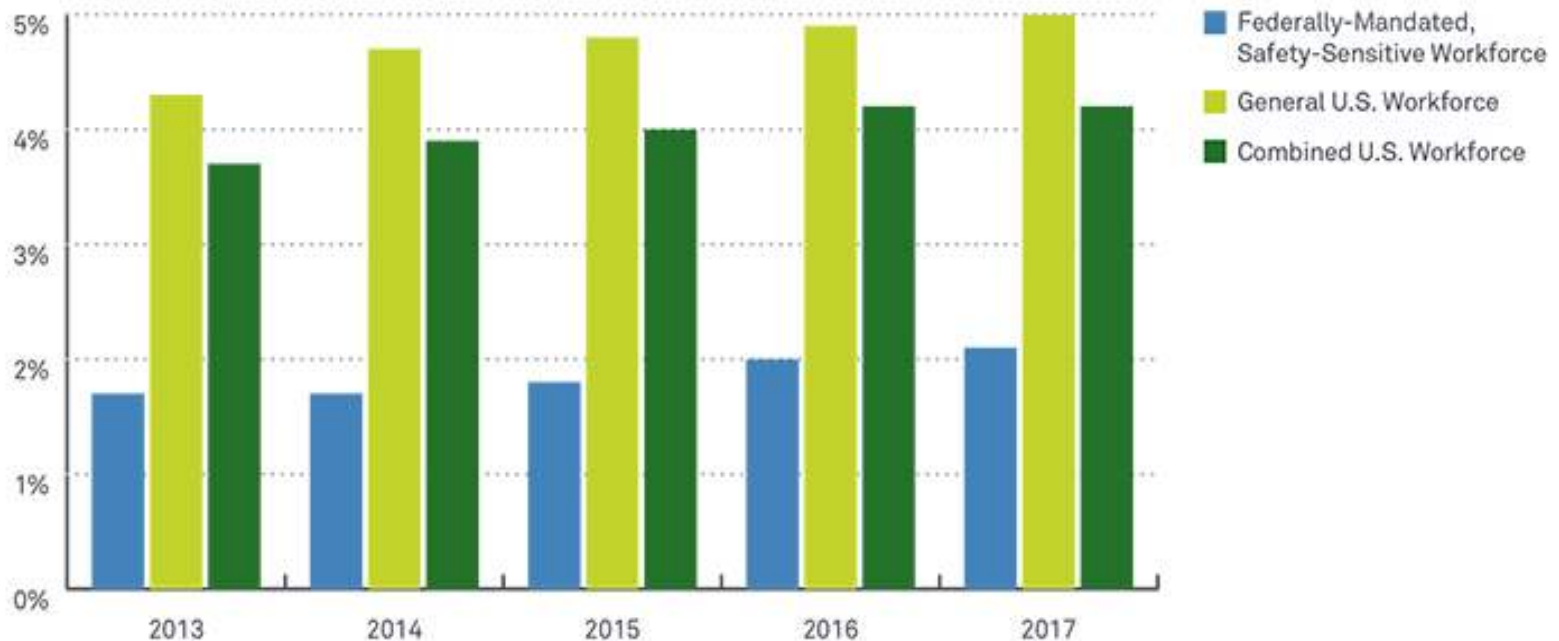
The figure above is a bar chart showing the total number of U.S. overdose deaths involving all drugs from 2002 to 2016 and provisional 2017 data. The chart is overlaid by a line graph showing the number of deaths of females and males from 2002 to 2016. From 2002 to 2017 there was a 3.1-fold increase in the total number of deaths.



Annual Positivity Rates *U.S. Workforce*

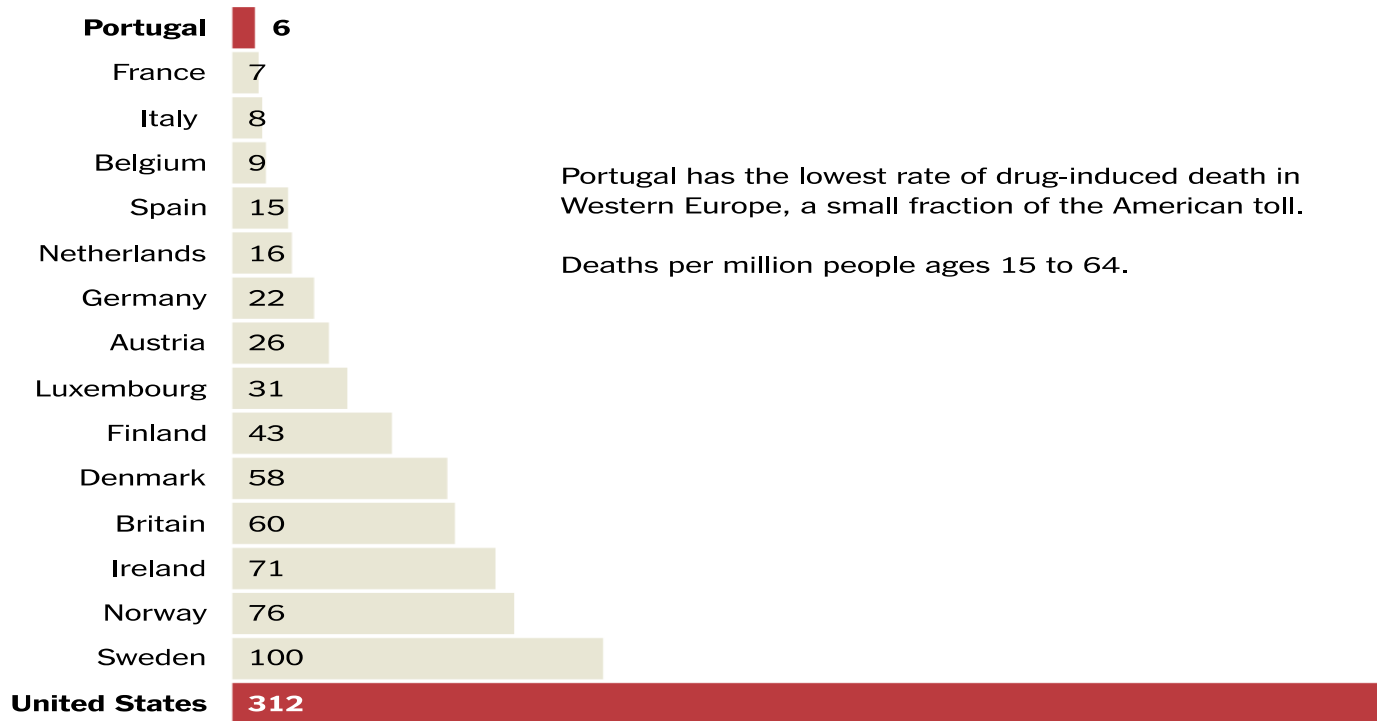
Positivity Rates by Testing Category

Urine Drug Tests



Source: Quest Diagnostics – Drug Testing Index

A Stark Difference: Drug-Related Deaths



2015 data except: U.S. (2016); Belgium, Britain, Denmark, Ireland, Norway, Poland, Spain (2014); France (2013)

By The New York Times | Source: European Monitoring Center for Drugs and Drug Addiction

Portugal's approach

- Portugal undertook a monumental experiment: It decriminalized the use of all drugs in 2001, even heroin and cocaine, and unleashed a major public health campaign to tackle addiction. Ever since in Portugal, drug addiction has been treated more as a medical challenge than as a criminal justice issue.
- One attraction of the Portuguese approach is that it's incomparably cheaper to treat people than to jail them. The Health Ministry spends less than \$10 per citizen per year on its successful drug policy. Meanwhile, the U.S. has spent some \$10,000 per household (more than [\\$1 trillion](#))

Why We Test

- **Drug Free Workplace Act - 1988**
 - Comprehensive policy for federal contractors/grantees
- **Department of Transportation (DOT) Regulations – 1990**
 - **FMCSA** – Federal Motor Carrier Safety Administration
 - **PHMSA** – Pipeline & Hazardous Material Safety Administration
 - Federal Railroad Administration (FRA)
 - Federal Transit Administration (FTA)
 - Federal Aviation Administration (FAA)
 - US Coast Guard (USCG)



Why We Test

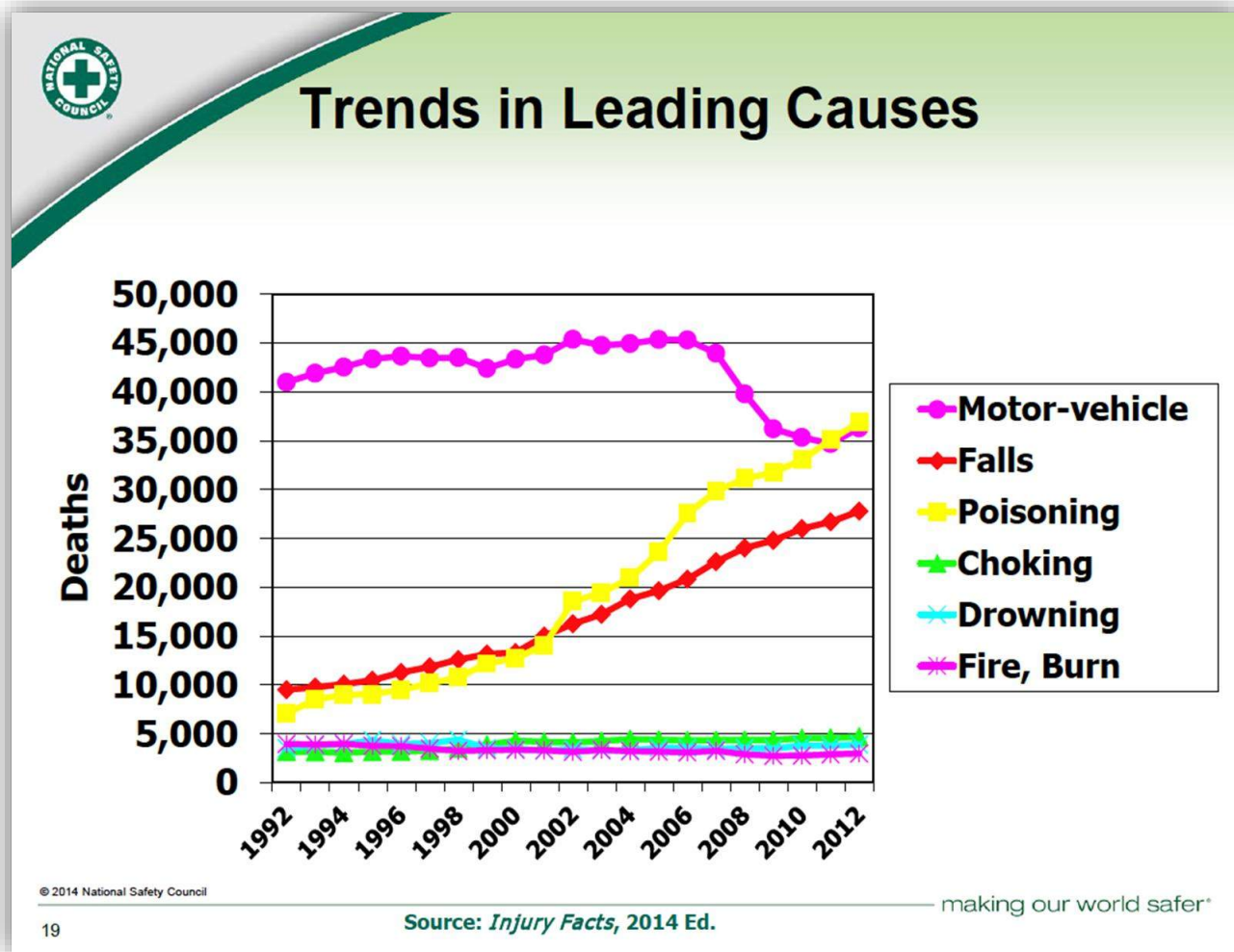
- Company Policy
- Deterrence
- Detection
- Accountability
- Safety Culture



When are employees tested? (PHMSA & FMCSA)

- Pre-employment/Pre-assignment
- Random
 - Using a random number generator, approved by DOT
- Reasonable Suspicion (Drug & Alcohol)
 - Coordinated by trained supervisor & Safety Compliance
- Post-Accident
 - In accordance with specific DOT rules/regulations
- Return to Work
 - Arranged by Safety Compliance
- Follow-up testing
 - As prescribed by the SAP (Substance Abuse Professional)

Overdose Trends & The Opiate Crisis



What Drugs Are Employees Tested For?

- DOT 5-Panel
 - Cocaine
 - Marijuana
 - Amphetamines
 - Phencyclidine (PCP)
 - Opiates (Heroin, Morphine)
 - **Semi-Synthetic Opioids (as of 1/1/2018)**
 - Oxy/Hydrocodone, Oxy/Hydromorphone
- Alcohol (Evidential Breath Test)
- Company 8-Panel
 - Adds Barbiturates, Benzodiazepines, Quaaludes



Random Tests

(DOT Compliant Software Selects Employees)

PHMSA (Pipeline)

- Drug Tests Only
- Approximately 908 PHMSA covered employees
- **50%** Drug Testing Rate/year

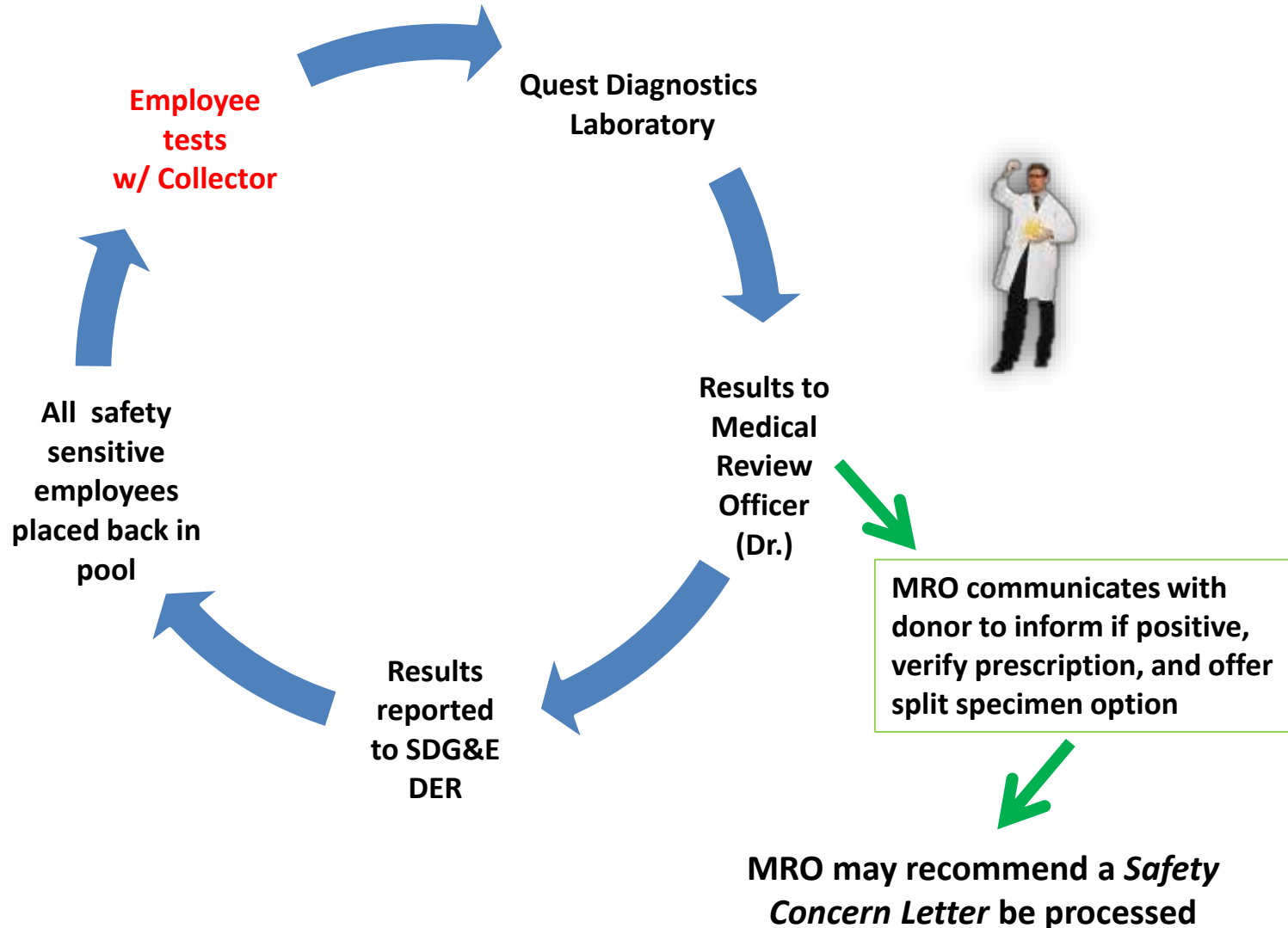


FMCSA (Com. Drivers)

- Drug & Alcohol Test(s)
- 500 FMCSA covered employees
- 25% Drug Testing Rate/year
- 10% Alcohol Testing Rate/year



Drug Testing Process



Positive Drug Test

- **First Offense:**
 - Employee eligible for rehabilitation in lieu of discharge, if 5-years of employment history with Sempra Companies
 - Referral to EAP/SAP
 - Complete all recommendations of EAP/SAP and MRO
 - Return-to-duty test
 - Follow-up testing
- **Second Offense (within 7-years):**
 - Suspension without pay pending discharge
- **Self Report/Disclosure**
 - Doesn't have time limit
 - Doesn't count against the employee
 - Referred to EAP/SAP for treatment

Additional DOT Change

Federal Motor Carrier Safety Administration (FMCSA) will require employers to review and report Drug and Alcohol violations to a National Registry effective 1/1/2020.

Education / Training

- **Pre-employment**
 - D&A Overview & Notification – Acknowledgment Form
 - D&A Information with Employment Offer Letter
- **New Employee Safety Orientation**
- **In-person Talk with New Gas Laborers and Electric Workers**
- **Substance Abuse Awareness Supervisor Training**
- **Safety Bulletins (and postings on bulletin boards)**
- **Presentations to Employees**
- **Health and Safety Fair and Stand-downs**
- **Annual Safety Congress/Expo**

DOT Requirements

- Audits (DOT, CPUC, CHP)
- DHHS Approved Laboratory
- Medical Review Officer (MRO)
- Substance Abuse Professional (SAP)
- Collection Protocol
- Blind Testing/Quality Control
- Employee Assistance Program
- Employee/Supervisor Education
- Records Retention
- Annual Statistical Reporting
- Contractor Compliance



Employee Assistance Program (EAP)

Aetna Resources for Living 1 (800) 342-8111

- Self Referrals (24/7)
 - Free and Confidential
 - 5 sessions per person/per year
 - Any household member
- Management Referrals
 - Formal vs. Informal
- Rehabilitation
- Substance Abuse Professionals (SAP)



CBD and Edibles

- CBD



- Edibles



Poppy seed and second hand smoke

- Poppy seed



- Second hand smoke



Safety Compliance Contact Info

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