

Construction Site Drug-Screening

As construction site manager at the new Toledo Jeep facility, Rudolph/Libbe is responsible for site safety and security. In addition to safety training for all construction site personnel, Rudolph/Libbe conducts the largest on-site, time-of-employment, drug-screening program in the country.

The on-site screening is a new approach to construction-site substance abuse prevention programs. It is cost-effective, time-efficient and prevents anyone using illegal substances from even starting work on a construction site.

While many construction projects require drug screening, the collection point is usually away from the site, with samples sent to a lab for screening, testing and evaluation by a medical review officer (MRO). The entire process usually takes three to five days. In the meantime, the person being tested is working at the site.

With on-site screening, new workers provide urine samples when they report for safety orientation and training their first day. The screening test takes only 10 minutes. If the results are negative, the worker completes the mandatory safety training and goes out on the job. If the screening yields an inconclusive result for illegal substances or undeclared prescription drugs, the worker does not go to work. The inconclusive screen sample is sent to a lab for confirmation testing and evaluation by an MRO. If it comes back negative, the worker is paid for the two to five days he/she was not allowed to report for work.

The cost savings come from eliminating travel time and expense to and from collection sites and paying the lab fees and MRO charges for the inconclusive results *only*. Of course, the greater savings are in keeping anyone using illegal substances from working at the site and jeopardizing the health and safety of others.

DaimlerChrysler's new KJ plant has become a safety benchmark for all DaimlerChrysler construction sites nationwide. As a result, DaimlerChrysler extended the Rudolph/Libbe site safety management contract for the third time, through May 2001, and asked Rudolph/Libbe to include drug screening and training for everyone on site – contractors, vendors, suppliers, and DaimlerChrysler contract employees. More than 200 contractors are involved in the construction, equipping, and start-up of the new plant.

With more than four million man-hours logged so far, the site's incident rate is 6.3, and the lost-time rate is 0.34 – well below the project goal of a 7.812 incident rate and 0.576 lost time rate, which were set as a 10 percent improvement over the DaimlerChrysler corporate goal.

Statistics:

- Nearly 12,000 workers screened.
- 3 percent of the screens were inconclusive and sent to a lab for confirmation testing and evaluation by an MRO.
- Of the screens sent for further testing and evaluation, 95 percent were positive – only six people, 0.0005 percent, were reimbursed for the days they were not allowed to work.

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ON-SITE DRUG-SCREENING

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On-Site Drug Screening

Off-Site Drug Testing

1. New worker reports to the site	Time Cost	Dollar Cost	1. New worker reports to the site	Time Cost	Dollar Cost
2. New worker provides sample and attends safety orientation/training	1.5 hr.	Hourly wage package	2. New worker attends safety orientation/training	1.5 hr	Hourly wage package
3. Sample is processed in about 10 minutes. If screen test results are negative, worker is given a hard hat sticker after training and goes to work	N/A	\$29 times total work force*	3. New worker is sent off-site for drug testing	N/A	\$41 times total work force
4. If screen test results are inconclusive for illegal substances or undeclared prescription drugs, worker does not go to work and is sent home. Samples are sent to a lab for confirmation testing and evaluation by a medical review officer.	N/A	\$41 times 3% of work force tested	4. Worker drives to off-site lab, provides sample and returns — usually two to four hours later — and goes to work on the site	2-4 hr times total work force	Hourly wage package times total work force
5. If the results are negative, the worker is paid for the two to five days he/she was not allowed to report for work.	2 to 5 days times 0.0005% of work force**	Hourly wage package times 0.0005% of work force**	5. Results are received in three to five days.	N/A	N/A
6. If the results are positive, the worker has not been on the job, jeopardizing the safety of others.	No lost time to drugs or accidents	No lost time to drugs or accidents	6. If worker tested positive for illegal substances, he/she has worked on the job for two to five days, jeopardizing the safety of others.	Possible lost time accident	Possible lost time accident
Measurable Totals: (Time and cost of the safety training is not included in the totals.)	2 to 5 days times 0.0005 percent of work force**	\$29 times total work force, plus hourly wage package for 0.0005% of total work force**		2 to 4 hr times total work force	\$41 times total work force
Risk of Loss	Lower	Lower		Higher	Higher

* includes cost of the trailer, drug screener, screening tests and additional lab tests and evaluation for 3 percent (drug screener also serves as site medic and handles first aid and medical emergencies)

** based on experience at Toledo Jeep, testing nearly 12,000 workers