

Why consider drug testing?

Many local and national organizations are now being sued in civil court for failing to maintain a safe and drug-free work environment (SB198 and OSHA 3204). Consequently, employers are being held civilly liable for Negligent Hiring Practices should they fail to properly ensure an applicant's drug-free status PRIOR to placement in the workplace! Why take a chance on hiring a drug abuser who will endanger your employees, your family and your company's financial well being? It's just not worth the risk. It's YOUR obligation to protect yourself and your employees!

Employers can be held civilly liable for not testing their job applicants.

In many instances, federal and state governments require employers to have a drug-free workplace... are you in compliance? Can your current policy withstand legal challenge? Are you confident you are conducting your program properly, without invading your employee's constitutionally protected right to privacy? If you're not completely sure, call the experts at Cal-Test Drug Prevention Services for all the right answers.



The Benefits to a Drug-Free Workplace Program

Government studies have demonstrated that Companies who implement a quality Drug Prevention and Testing Program enjoy HIGHER job performance and employee moral, than those who don't. Plus, employees have stated that they are less prone to start using illegal drugs when their company shows an interest in their well being by implementing random, unannounced testing. Further, companies report a number of the following benefits after they have implemented a Drug Prevention Program, with random testing elements at their company:

- 300% drop in work related accidents
- 200% drop in employee absenteeism
- 200% drop in employee theft and violence
- Higher employee retention and company profits
- Higher overall job performance and quality
- Greater cooperation among supervisors and employees

Choosing a Drug Test Provider

Know the facts before you choose a provider. Not all urine drug testing is created equal. There are Forensic urine drug testing procedures and Medical urine drug testing. Medical urine drug testing is NOT suitable for employment use, simply because it uses a much lower cut-off, which can expose your company to severe civil liability caused by a "false positive". These types of tests, including the newer "FDA Approved" instant testing devices are NOT designed to withstand legal challenges in court and can easily be defeated by drug abusers, normally within 90 minutes!

You need to ensure your testing provider uses only Forensic urine drug testing and collection procedures, like those used by Cal-Test. Don't be misled by medical facilities claiming their testing method is a forensic testing procedure. Their main focus is on treating injuries, not testing.

Check them out first –

- Are they confidential?
- Are they DOT/CHP compliant?
- Do they provide next morning test results?
- Are they nationally accredited by SAPAA?
- Are their collectors certified by DATIA/SAPAA?
- Can they test nationwide, not just locally?
- Are they B.A.T. Certified?
- Is their lab S.A.M.H.S.A. Certified?
- Is their M.R.O. Certified by AAMRO/MROCC?
- Are they a SAPAA accredited consultant?
- Do they provide detailed employer support?
- Do they provide on-site sample collections?
- Are they available 24 hours a day?
- Are they well versed on your legal concerns?
- Are they experts with employee drug testing problems?
- How many years have they done testing?
- Are you forced to wait with sick patients for testing?

Not all drug testing is suitable for employment use.



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Testing Tools

As an employer, you have many different options when working with Cal-Test to formulate your drug prevention and testing program, such as **pre-employment** testing for all new job applicants, **post accident** testing for employees involved in work related accidents, **reasonable suspicion** testing for employees who appear to be working while impaired and **random** testing to help keep your valuable employees off illegal drugs. All these tools will help you maintain a genuine drug-free work environment and help keep drug abusers OUT of your workforce. Of course, GC/MS confirmation and Medical Review Officer Services are always included at no extra charge:

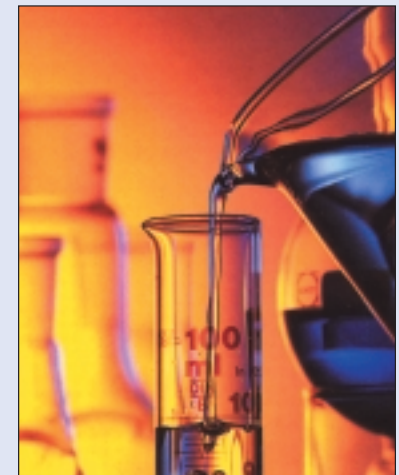
URINE testing is the most common testing method used to detect drugs of abuse. This test can identify drug abuse for about two to seven days for most drugs and up to 30 days for marijuana. This test is very effective, when used under Forensic standards AND testing includes suitability testing to ensure the sample provided has not be adulterated or diluted by a drug abusing donor. Cal-Test's certified collectors ensure a reliable test, each and every time. We find the drug test cheaters!

HAIR and FINGERNAIL testing is the gold standard for employment and court ordered testing. Its unbeatable testing methods can identify drug abuse for up to SIX MONTHS!

Department of Transportation compliance testing

current alcohol impairment. These tests are for short-term detection only. Marijuana is only detected for up to 12 hours.

BREATH ALCOHOL testing is used to measure the current alcohol impairment of an employee. Breath alcohol testing does NOT pick up alcohol use from the night before.



We legally find the drug test cheaters with next morning test results.

SALIVA testing can be used to identify drug abuse for one to two days and