

EMPLOYEE
DRUG & ALCOHOL TESTING
POLICY
HANDBOOK

GUTTENBERG INDUSTRIES, INC.

Private Sector Drug-Free Workplace Drug & Alcohol Testing Policy for Non-Regulated Employees

GUTTENBERG INDUSTRIES, INC. has a vital interest in the safety and well being of our employees as well as the general public. It is well recognized that individuals who use illicit drugs or abuse alcohol are more likely to have workplace accidents, incur greater amounts of lost time, and perform their jobs in a substandard manner.

Therefore, it is GUTTENBERG INDUSTRIES, INC.'s intent to continue to promote a safe and secure work environment, free of illicit drug use and alcohol abuse. It is also our intent to comply with, Iowa Code 730.5, the Drug Free Workplace Act of 1988, the Americans with Disabilities Act, Family and Medical Leave Act, and all other applicable laws.

Applicability (Iowa Code 730.5, Private Sector Drug Free Workplaces)

This policy shall apply to all applicants and individuals employed by GUTTENBERG INDUSTRIES, INC. Since alcohol and drug use impair an employees ability to perform their duties safely, this Drug and Alcohol Policy shall be applicable to all employee's at any time they are actually performing, ready to perform, or immediately available to perform any paid function as designated by GUTTENBERG INDUSTRIES, INC.

All applicants will be notified of GUTTENBERG INDUSTRIES, INC.'s drug and alcohol use and testing policy at the time they apply for a position with GUTTENBERG INDUSTRIES, INC. and at their first interview.

Prohibited Drug and Alcohol Use

The goal of GUTTENBERG INDUSTRIES, INC. 's policy and the testing of all employees is to insure a drug and alcohol free work environment, to reduce and help eliminate drug and alcohol related accidents, injuries, fatalities and property damage and to provide the highest quality service possible for our customers.

The Following Conduct Is Prohibited:

- Employees are prohibited from using, being under the influence of, or possessing illegal drugs.
- Employees are prohibited from using or being under the influence of legal drugs that are being used illegally.
- Employees are prohibited from using or being under the influence of legal drugs whose use can adversely affect the ability to work safely.
- Employees are prohibited from buying, selling, soliciting to buy or sell, transporting or possessing illegal drugs while on GUTTENBERG INDUSTRIES, INC. time or property.
- Employees of GUTTENBERG INDUSTRIES, INC. are prohibited from using alcohol within eight (8) hours of performing work duties.
- Employees are prohibited from using or being under the influence of alcohol at any time while on duty, or for eight (8) hrs. after Post-accident, or until tested.
- Employees are prohibited from possessing any amount of alcohol (including medications or over-the-counter remedies containing alcohol) while on duty, unless the seal is unbroken.
- Testing positive for drugs and/or alcohol.
- Refusing to be tested for drugs and/or alcohol.
- Substituting or adulterating a urine sample in order to alter the out come of the drug screen.
- Refusing to submit to testing as directed by GUTTENBERG INDUSTRIES, INC.
- Failing to stay in contact with GUTTENBERG INDUSTRIES, INC. and its medical review officer (MRO) while awaiting test results.
- In the event of a confirmed positive drug or alcohol test, the employer shall notify the employee/prospective employee in writing by certified mail, return receipt requested, of the results of the test.

An employee who violates these prohibitions will be subject to disciplinary action by GUTTENBERG INDUSTRIES, INC. up to and including discharge. In addition, any employee who is convicted or pleads guilty or otherwise accepts any form of legal reprimand of a drug or alcohol related matter would be subject to disciplinary action up to and including discharge. An employee, who is arrested for any reason that might adversely impact the safe operation of company equipment or the public safety, may be suspended without pay pending resolution of the situation.

Pre-Testing

Education will be provided to all employees regarding the effects of drugs and alcohol, signs and symptoms of a drug or alcohol problem, information on assistance available for abuse problems, and testing requirements. Such information shall be provided at the time the employee receives the policy statement.

Education for supervisors will include signs and symptoms of drugs and alcohol misuse, determining the need for reasonable cause testing, and testing requirements. This training will be at least one (1) hour in duration for alcohol education and at least one (1) hour for drug education.

Conditions for Testing

Pre-employment

This test will be conducted before applicants are hired, after an offer to hire, and before actually performing any paid position for GUTTENBERG INDUSTRIES, INC.

Post-accident

Testing is conducted after accidents on employees whose performance could have contributed to the accident when either: 1) the accident resulted in an injury to a person, for which injury, if suffered by an employee, a record or report could be required under Chapter 88 or 2) or the employee receives a citation for a moving violation, while driving a company vehicle involved in the accident. For the purpose of this rule an accident is defined as an incident involving a company motor vehicle in which there is either a fatality, an injury treated away from the scene, or at least one vehicle requires

towing from the scene of the accident or 3) resulted in damage to property, including to equipment, in the amount reasonably estimated at the time of the accident to exceed one thousand dollars.

Testing performed by a law enforcement officer may be utilized as GUTTENBERG INDUSTRIES, INC. post-accident test (provided breath alcohol testing is conducted with an Evidential Breath Tester on the Conforming Products List and by law enforcement officer certified on that EBT.) The employee is required to contact his/her supervisor immediately with the officer's name, badge number and telephone number.

In the event a law enforcement official does not perform testing on an employee involved in an accident, the employee must contact C.J. Cooper & Associates, Inc. at 319-377-5373 or 800-241-3926 for testing. Breath alcohol testing should be performed within two (2) hours following the accident.

An employee who has submitted to a post-accident test will, at GUTTENBERG INDUSTRIES, INC.'s discretion, either be assigned to a non-safety sensitive function or be placed out of service, without pay, pending the results of the testing.

An employee testing positive or who refuses to submit to a post-accident drug and alcohol test will be subject to disciplinary action up to and including discharge.

Post Injury

An employee, who suffers an injury while on the job that requires medical treatment beyond first-aid, may be subject to drug and/or alcohol testing. The employee is required to contact his/her supervisor immediately following the injury. An employee testing positive or who refuses to submit to a post-injury drug and/or alcohol test will be subject to disciplinary action up to and including discharge and, in addition, could be denied Workmen's Compensation benefits.

Random Testing

Random testing of employees is a required GUTTENBERG INDUSTRIES, INC. policy and these tests must be unannounced. Random selection must ensure every employee will have an equal chance of being selected each time.

An employee will be notified of his/her selection and instructed to report to the collection site immediately.

Drug Test shall be performed immediately before, during or just after the performance of a work related function. If an employee is performing a safety-sensitive function at the time of notification, GUTTENBERG INDUSTRIES, INC. will insure that the employee cease to perform that function and proceed to the testing site as soon as possible.

An employee who tests positive or refuses to submit to a test is medically unqualified to drive, perform a safety-sensitive or work-related function. In addition, an employee who tests positive, refuses to submit or fails to report for the test will be subject to disciplinary action, up to and including discharge.

Reasonable Cause

An employee will be required to submit to a drug and alcohol test when GUTTENBERG INDUSTRIES, INC. has reasonable cause to believe the employee has used drugs or alcohol in violation of this policy.

Reasonable cause will exist when an employee's appearance, behavior, speech or odors (of breath) or just physical symptoms indicate drug or alcohol use. Observations must be personally observed and documented by at least one GUTTENBERG INDUSTRIES, INC. trained official. A "trained official" is one who has undergone at least two (2) hours of education that includes behavioral, physical, speech, and performance indicators of possible drug and alcohol use.

Whenever an employee is notified of reasonable cause to be tested, he/she will be expected to immediately report to the collection site. A GUTTENBERG INDUSTRIES, INC. representative will transport the employee to the collection site.

GUTTENBERG INDUSTRIES, INC.'s representative will transport the employee home or attempt another means of transportation by contacting a family member or another person designated by the employee.

If the employee refuses alternate transportation, GUTTENBERG INDUSTRIES, INC. reserves the right to take whatever means are appropriate to protect

the employee and the public. This may include contacting local law enforcement and imposing disciplinary action, up to and including discharge.

The employee being tested under reasonable cause will be considered unqualified to work and placed on suspension without pay, pending the results of the test. If the test results are negative, the employee will be reimbursed for the time of suspension. If the results are positive, the employee will not be reimbursed for the time of suspension.

An employee whose reasonable cause test is positive, who refuses or fails to submit to a test, will be subject to disciplinary action, up to and including discharge.

Testing

Testing will be performed in accordance with Iowa's procedural protocols and safeguards set forth in Iowa Code 730.5, Private Sector Drug Free Workplace as follows:

- Protocol to insure employee's correct identity.
- Employees must present personal identification. Refusal to present identification will be treated as a refusal to test, and the employee will be subject to disciplinary action, up to and including discharge.
- Chain of custody procedure to insure the specimen has not been tampered with.
- Confirmation drug testing will be performed by a laboratory certified under the Iowa DHHS and Iowa Code 730.5 and subsequent amendments thereto.
- Confirmation testing will be conducted after an initial positive screen. The second drug analysis will use gas chromatography/mass spectrometry (GCMS).
- A qualified Medical Review Officer (MRO) prior to being reported to the designated GUTTENBERG INDUSTRIES, INC. representative will review positive drug screens.

- Urine specimens will be analyzed for the following drugs: (1) cocaine, (2) opiates, (3) marijuana, (4) amphetamines, (5) Phencyclidine (PCP). GUTTENBERG INDUSTRIES, INC. reserves the right to expand testing in the event the Iowa State Law permits such changes.
- An employee will be permitted to give a urine specimen in privacy, unless he/she gives reason to believe the specimen may be altered or substituted.
- Drug tests may be split after the initial screening to allow for laboratory confirmation, if necessary.
- At least forty-five (45) milliliters (ml) of urine must be provided in a container.
- If the donor is unable to provide a sufficient volume in his/her first attempt, the employee is encouraged to drink up to 40 ounces of fluids, distributed reasonably over a period of up to three hours, or until the individual has provided a sufficient urine specimen, whichever occurs first.
- The specimen will then be divided into two bottles by the collector, thirty (30) ml in one and fifteen (15) ml into a second bottle. Both bottles will be sent to the laboratory.
- The primary bottle (30 ml) will be analyzed. The second bottle will be held in the laboratory pending a request from the employee for a second test in the event of a verified positive of the primary test. To exercise the option to have the second bottle sent to a different laboratory, the employee must request in writing to GUTTENBERG INDUSTRIES, INC.'s MRO within seven (7) days from the date the employer mails the certified letter, return receipt requested, the written notice of the employee's right to the test. The cost of the second test is to be paid by the employee, in cash to GUTTENBERG INDUSTRIES, INC., at the rate of \$175.00. Should the second test be reported as a "negative", the employee will be reimbursed the \$175.00.

Pending outcome of additional analysis, the employee will be considered physically unqualified to perform work duties and will be suspended without pay.

The employee will be given the opportunity to speak with GUTTENBERG INDUSTRIES, INC.'s MRO to determine if there is a medical explanation for a positive test. This opportunity is given prior to the result being confirmed positive. If a medical explanation exists, the result will be reported as "negative" to GUTTENBERG INDUSTRIES, INC. If a medical reason does not exist, the result will be reported as a "confirmed positive".

Alcohol Procedures:

- Alcohol tests will be administered using a breath specimen, given by a trained breath alcohol technician (BAT) utilizing an approved evidential breath testing device (EBT).
- Employees must present personal identification and sign consent for breath alcohol testing. Refusal to present identification or sign consents will be treated as a refusal to test, and the employee will be subject to disciplinary action, up to and including discharge.
- In the event the employee is unable to provide an adequate amount of breath, the employee will be required to submit to an examination by a licensed medical physician to determine whether a valid medical condition exists. If there is no valid medical condition, the employee shall be considered to have refused to take the test and will be reported as a "positive" to GUTTENBERG INDUSTRIES, INC.
- Breath alcohol tests that register less than 0.04 will be reported as "negative" and no additional testing is required.
- Breath alcohol tests that register 0.04 or greater will require a second confirmation test. If the confirmation test is less than 0.04, the result will be reported to GUTTENBERG INDUSTRIES, INC. as "negative".
- Breath alcohol tests that register 0.04 or greater but less than 0.08 will cause the employee to be removed from duty until the next regularly-scheduled duty period, but no less than twenty-four (24) hours. The employee may be subject to additional disciplinary action by GUTTENBERG INDUSTRIES, INC., up to and including discharge.

Breath alcohol results that register 0.08 or greater on the confirmation test will cause the employee to be immediately suspended without pay in addition to disciplinary action, up to and including discharge. If you have questions, call Tom Ertl @ (563) 252-3121.

Employee Information Section

What are the effects of Alcohol and Drugs on the Body?

ALCOHOL

A central nervous system depressant found in beer, wine, hard liquor and in some over-the-counter medications (for example: some allergy and cold medications).

Alcohol is widely abused primarily due to its social acceptance and availability. It is considered a recreational beverage when consumed in moderation for enjoyment and relaxation during social gatherings. "Abuse" occurs when it is used primarily for its physical and mood-altering effects. About half of all auto accident fatalities in the United States are related to alcohol abuse.

Signs and Symptoms of Use:

- Dulled mental processes
- Lack of coordination
- Odor of alcohol on breath
- Pupils will be constricted
- Sleepy or stuporous condition
- Slowed reactions
- Slurred speech

Note: With the exception of the odor of alcohol, these are general signs and symptoms of any depressant substance.

Other Effects:

- Greatly impaired driving ability
- Reduced coordination and reflex actions
- Impaired vision and judgment
- Inability to divide attention
- Lowering of inhibitions
- Headaches, nausea, dehydration, unclear thinking, unsettled digestion and aching muscles are associated with overindulgence (hangover).

How does it work on the body?

Alcohol first acts on the parts of the brain that affect self-control and other learned behaviors. Diminishing self-control often leads to aggressive behavior. In large doses, alcohol dulls sensations and impairs muscular coordination, memory, and judgment. Taken in large quantities over a long period of time, alcohol can damage the liver and heart, and will cause permanent brain damage. On average, heavy drinkers shorten their life span by about 10 years.

After ingestion, alcohol is absorbed through the stomach and intestine into the bloodstream. Here it passes through the liver where it is metabolized in several steps. Metabolism helps prevent alcohol from accumulation in the body and destroying cells and organs. The liver can't metabolize alcohol as quickly as the body can absorb it. This is the point of intoxication. Any concentration of alcohol that remains unmetabolized can be detected and measured during a blood alcohol concentration test.

Many factors contribute to levels of alcohol absorption, rates of metabolism, and intoxication. Among them are: body size and weight, food ingested, gender, physical condition, and other drugs or medications in the body. Impairment begins with one drink.

Health Effects:

Over time, chronic* consumption of alcohol will result in the following health hazards.

- Liver damage
- Inflammation of the esophagus
- Aggravation of peptic ulcers
- Acute and chronic pancreatitis
- Malabsorption of food nutrients that will lead to malnutrition
- Heart attack
- Hypertension
- Stroke
- Immune system depression (makes body more susceptible to infections)
- Cancers of the liver, esophagus, nasopharynx or larynx
- Brain damage (dementia, blackouts, seizures, hallucinations, peripheral neuropathy).

*Chronic consumption of alcohol = Average of three servings per day of 12 ounces, one ounce of whiskey or six ounces of wine.

How alcohol impairs functions needed for driving:

The subtlety and complexity of the skills required to operate a motor vehicle safely make people susceptible to impairment from even low doses of alcohol. The evidence linking alcohol and transportation accidents is supported by experimental studies conducted by the National Institute on Alcohol Abuse and Alcoholism, relating the effect of alcohol on specific driving related skills. Impairment is related to alcohol in terms of its concentration in the bloodstream. For example, a blood alcohol concentration (BAC) of 0.04 percent might be achieved by a 150-pound man consuming two drinks in one hour.

In driving, the eyes must focus briefly on important objects in the visual field and track them as they move (along with the vehicle). Low to moderate BACs (0.03 to 0.05 percent) interferes with voluntary eye movements, impairing the eye's ability to rapidly track a moving target.

Steering is a complex psychomotor task. A delay in the body's eye-to-hand reaction time is compounded by the visual effects described above, causing significant impairment in steering ability at about 0.035 percent BAC.

Alcohol impairs nearly every aspect of the brain's information processing. Alcohol impaired drivers require more time to read street signs or respond to traffic signals than unimpaired drivers. As a result, impaired drivers tend to look at fewer sources of information. A narrowing of the field of attention begins at about 0.04 percent BAC.

Drivers must divide their attention among many skills in order to keep a vehicle in the proper lane while monitoring the environment for vital safety information, such as other vehicles, traffic signals and pedestrians. Results of numerous studies show that a deficit in the ability to divide attention will occur at 0.02 percent BAC.

Facts:

- ❖ About two in every five Americans will be involved in and alcohol-related vehicle accident in their lifetime.
- ❖ The risk of a traffic fatality per mile driven is at least eight times higher for a drunk driver than a sober one.
- ❖ A 12-ounce can of beer, a 5-ounce glass of wine and a 1-½ ounce shot of hard liquor all contain the same amount of alcohol.
- ❖ Each 1 ½ ounce of alcohol takes the average body about one hour to process and eliminate.
- ❖ Coffee, cold showers, and exercise do not quicken sobriety.

MARIJUANA

Also known as grass, pot, weed, gold, joint, hemp, and reefer. Active chemical – THC.

Marijuana is one of the most misunderstood and underestimated drugs of abuse. It is used for its mildly tranquilizing, mood and perception altering effects. It alters the brain's interpretation of incoming messages but does not depress the reactions of the central nervous system. It alters a person's

sense of time and reduces the ability to perform tasks requiring concentration, swift reflexes and coordination. The drug has a significant effect on a user's judgment, caution and sensory/motor abilities.

Signs and Symptoms of Use:

- Reddened eyes
- Slowed speech
- Distinctive, pungent odor on clothing (aroma of alfalfa combined with incense)
- Lackadaisical "I don't care" attitude
- Chronic fatigue and lack of motivation
- Irritating cough
- Chronic sore throat

Other Effects:

- Restlessness
- Inability to concentrate
- Increased pulse rate and blood pressure
- Rapidly changing emotions and erratic behavior
- Impaired memory and attention
- Hallucinations, fantasies and paranoia
- Decrease in/temporary loss of fertility
- Distorted perception of time
- Apathy
- Delayed decision making
- Aggressive urges
- Anxiety
- Confusion
- Hallucinations

Health Effects:

Over time, long-term inhalation of marijuana smoke will result in the following health hazards:

- Lung irritations
- Emphysema-like conditions
- Cancer
- Heart conditions

- Respiratory tract and sinus infections caused by the fungus *Aspergillus*, a common contaminant of marijuana
- Lowered immune system response
- Aggravation of ulcers
- Brain damage

Note: Marijuana causes long-term negative effects on mental function—also known as “acute brain syndrome,” characterized by disorders in memory, cognitive function, sleep patterns and physical condition.

How marijuana impairs functions needed for driving:

Marijuana impairs driving ability for at least 4-6 hours after smoking one “joint” (cigarette); it impairs signal detection (ability to detect a brief flash of light); it impairs tracking (ability to follow moving objects with the eyes); it impairs visual distance measurements; and it chemically alters the brain and gross motor functioning of the body, having a direct impact on the complex system of critical thinking skills and reflexes that allow people to safely and conscientiously.

Note: THC is stored in body fat and is slowly released over time, causing a long-term effect on overall performance.

Facts:

- ❖ Marijuana remains in the body for 28 days. This is in contrast to alcohol, which dissipates in a matter of hours.
- ❖ A 500% to 800% increase in THC potency in the past several years makes smoking three to five joints (cigarettes) per week today the equivalent of 15 to 40 joints per week in 1978.
- ❖ Combining marijuana with alcohol or other depressant drugs can produce a multiplied effect, increasing the impairment caused by all substances.

COCAINE

A stimulant drug also known as coke or blow when it is inhaled (snorted) ingested or injected. Free-base cocaine, known as crack or rock, is smoked.

Cocaine is used medically as a local anesthetic. It is abused for its powerful physical and mental stimulant properties. The entire central nervous system is energized by cocaine. Heart rate and blood pressure are elevated. Muscles become more tense and the body burns more energy. The brain experiences an exhilaration caused by a large release of neurohormones associated with mood elevation.

Crack or rock cocaine gets its name from the popping sound heard when it is heated. The most dangerous effect of crack is that it can cause vomiting, rapid heartbeat, tremors and convulsive movements. All of this muscle activity increases the demand for oxygen, which can result in a cocaine-induced heart attack. Since the heat-regulating center in the brain is also disrupted, dangerously high body temperatures can occur. With high doses, brain functioning, breathing and heartbeat are depressed—leading to death.

Signs and symptoms of use:

- Fatigue
- Anxiety and agitation
- Runny or irritated nose
- Difficulty in concentration
- Dilated pupils and visual impairment
- High blood pressure, heart palpitations and irregular heart rhythm
- Insomnia
- Profuse sweating and dry mouth

Other effects:

- Impaired driving ability
- Hallucinations
- Talkativeness
- Restless, aggressive behavior
- Wide mood swings
- Increased physical activity
- Heightened, but momentary, feeling of confidence, strength and endurance

- Paranoia (which can trigger mental disorders in users prone to mental instability)
- Repeated sniffing/snorting causes irritation of the nostrils and nasal membrane, which will cause nosebleeds
- Compulsive behavior such as teeth grinding or repeated hand washing
- Craving for more cocaine.

Health effects:

- Accelerated pulse, blood pressure and respiration. Will cause spasms of blood vessels in the brain and heart, leading to ruptured vessels that lead to heart attack and stroke.
- Regular use will upset the chemical balance of the brain, which will speed up the aging process by causing irreparable damage to critical nerve cells.
- Mental dependency on crack cocaine occurs within days (within several months when coke is snorted).
- Cocaine is extremely dangerous when taken with depressant drugs, Death due to overdose can be rapid, and the potentially fatal effects of an overdose are often not reversible.

How cocaine impairs functions needed for driving:

Cocaine chemically alters the brain and gross motor functioning of the body, having a direct impact on the complex system of critical thinking skills and reflexes that allow people to drive safely and conscientiously.

Facts:

- ❖ The number of cocaine overdose deaths has tripled in the last four years.
- ❖ Treatment success rates are lower for cocaine than for other chemical dependencies.
- ❖ Cocaine causes the strongest mental dependency of any known drug. Strong psychological dependency can occur within one "hit" of crack.

- ❖ Many people think that because crack is smoked, it is safer than other forms of cocaine use. It is not. Crack cocaine is one of the most addictive substances known today. The crack "high" is reached in 4-6 seconds and lasts about 15 minutes.

AMPHETAMINES AND METHAMPHETAMINES

Stimulant drugs. Some common street names for amphetamines are speed, uppers, black beauties, bennies, wake-ups and dexies. Some common street names for methamphetamines are ice, crank, crystal, meth, 64 glass, cristy, go fast, zip, and in smokable form "LA" (as in the city of Los Angeles).

Amphetamines and methamphetamines are drugs that stimulate the central nervous system and promote a feeling of alertness and an increase in speech and general physical activity. While amphetamines are usually sold in tablet form, methamphetamines are available as powder, and will be swallowed, snorted or injected.

Although they were widely prescribed at one time for weight reduction and mood elevation, the legal use of amphetamines is now limited to a very narrow range of medical conditions. In action, methamphetamines are nearly identical to amphetamines. It is abused for the physical sense of energy at lower doses and the mental exhilaration of higher doses. Even small, infrequent doses can produce toxic effects in some people.

Signs and symptoms of use:

- Hyper-excitability, restlessness, anxiety
- Dilated pupils
- Profuse sweating
- Rapid respiration
- Difficulty in focusing eyes
- Exaggerated reflexes, body tremors.

Other effects:

- Impaired driving ability
- Loss of appetite
- Headaches/dizziness
- Confusion
- Panic

- Talkativeness
- Inability to concentrate
- Short-term insomnia
- Paranoid thoughts
- Hallucinations.

Health effects:

- Heartbeat disturbances or heart damage caused by severe constriction of capillary blood vessels
- Increased blood pressure
- Convulsions
- Coma
- Brain damage resulting in speech disturbances
- High doses will cause toxic psychosis resembling schizophrenia
- Long-term users often have acne resembling measles, trouble with their teeth, gums and nails, and dry, dull hair.

They chemically alter the brain and gross motor functioning of the body, having direct impact on the complex system of critical thinking skills and reflexes that allow people to drive safely and conscientiously.

Fact:

- ❖ People with a history of sustained low-dose use quite often become dependant and believe they need to take the drug to “get by.” These users frequently keep taking amphetamines to avoid the “down” mood they experience when the “high” wears off.

OPIATES

Narcotics, including heroin, morphine, codeine and many synthetic drugs used to alleviate pain, depress body functions and reactions. In large doses,

opiates cause a strong euphoric feeling. Common street names are: horse, morpho, China, M, brown sugar, Harry and dope.

Sometimes narcotics found in medicines are abused. This includes pain relievers containing opium and cough syrups containing codeine. Heroin is illegal and cannot even be obtained with a physician's prescription. Most medical problems associated with the use of opiates are caused by uncertain dosages, use of non-sterile needles, contamination of the drug, or from combining a narcotic with other drugs.

Signs and symptoms of use:

- Mood swings
- Impaired mental function and alertness
- Impaired vision Constricted pupils
- Impaired coordination

Other effects:

- Impaired driving ability
- Drowsiness followed by sleep
- Decreased physical activity
- Sleeplessness and drug craving
- Depression and apathy
- Constipation
- Nausea and vomiting.

Health effects:

- IV needle users have a high risk for contracting hepatitis and HIV due to the sharing of needles.
- Narcotics increase pain tolerance. As a result, people could more severely injure themselves and fail to seek medical attention due to a lack of pain sensitivity.
- The effects of narcotics are multiplied when used in combination with alcohol and other depressant drugs, causing an increased risk for overdose.

How opiates impair functions needed for driving:

Opiates chemically alter the brain and gross motor functioning of the body, having a direct impact on the complex system of critical thinking skills and reflexes that allow people to drive safely and conscientiously.

Fact:

- ❖ Heroin, also called “junk” or “smack,” accounts for 90% of the narcotic abuse in the United States.

PHENCYCLIDINE (PCP)

PCP acts as both a depressant and a hallucinogen, and sometimes as a stimulant. Also called angel dust, rocket fuel, embalming fluid and killer weed.

PCP was developed as a surgical anesthetic in the late 1950s. Later, due to its unusual side effects in humans, it was restricted to use as veterinary anesthetic and tranquilizer. Today it has no lawful use and is no longer legally manufactured. It is abused largely for its variety of mood-altering effects.

PCP scrambles the brain's internal stimuli and alters how users see and deal with their environment. Routine activities like driving and walking become very difficult.

A low dose produces sedation and euphoric mood changes. The mood can change rapidly from sedation to excitation and agitation. Increased doses produce an excited, confused state including any of the following; muscle rigidity, loss of concentration and memory, visual disturbances, delirium, feelings of isolation, and convulsions.

Signs and symptoms:

- Impaired driving ability
- Impaired coordination
- Thick, slurred speech
- Severe confusion and agitation

- Muscle rigidity
- Profuse sweating.

Other effects:

- Loss of concentration and memory
- Extreme mood shift
- Nystagmus (jerky, involuntary eye movements)
- Rapid heartbeat
- Dizziness
- Convulsions
- Memory loss

Health effects:

- The potential for accidents and overdose emergencies is high due to the extreme mental effects combined with the anesthetic effect on the body.
- PCP becomes more potent in combination with other depressant drugs, including alcohol, increasing the likelihood of an overdose reaction.
- How PCP impairs functions needed for driving:
- PCP chemically alters the brain and gross motor functioning of the body, having a direct impact on the complex system of critical thinking skills and reflexes that allow people to drive safely and conscientiously. PCP also causes severe disorientation.

Facts:

- ❖ PCP abuse is less common today than in the past.
- ❖ There are four phases to PCP use: toxicity (which will be accompanied by convulsions, combativeness, catatonia and even coma), toxic psychosis (including visual delusions and paranoia), schizophrenia and depression.

Confidentiality

BAT	Certified Breath Alcohol Technician
EBT	Evidential Breath Testing Device
MRO	Medical Review Officer (A licensed physician, osteopathic physician, chiropractor, nurse practitioner, or physician assistant licensed to practice in any state of the United States, who is responsible for receiving laboratory results generated by the employer's drug and alcohol testing program).
LAB	Kroll Laboratory Specialists, Gretna, LA
SAP	Substance Abuse Professional

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