



Proactive Strategies to Minimize the Risks of Impairment on Construction Sites

Wednesday, June 12th, 2019 | Marriott University Park | Salt Lake City, Utah

- 7:00 – 8:00 AM **Registration & Breakfast**
- 8:00 – 8:15 AM **Welcome and Overview**
Gregory L. Sizemore, Esq. – CURT Executive Vice President
Todd Mills, Facilitator, President, LS2
- 8:15 - 9:15 AM **OSHA Update 2019**
Michael Rubin, Esq., CSP, Partner, Goldberg Segalla
This presentation will address those recent OSHA developments of which all employers need to be aware, including relating to recordkeeping (and protecting the privacy of workers), crane operator certification and evaluation, the silica standard, site-specific targeting, trenching and excavation hazards, and beryllium. In addition, the presentation will include a “top 10 lessons learned in the field,” in which the presenter will discuss 10 common mistakes that even the most-prepared employers can make with respect to their OSHA compliance and risk management efforts.
- 9:15 - 10:15 AM **Marijuana and Your Workplace Policy**
Jo McGuire, Executive Director, National Drug and Alcohol Screening Association
The escalation of legal (and illegal) marijuana use poses unique issues for the construction industry. According to the National Institute on Drug Abuse, employees who use marijuana have 55% more occupational accidents and 85% more injuries compared to those that tested negative. In this session, you will:
- *Learn the latest in marijuana use trends. It’s NOT just a “little pot”*
 - *Understand how employee drug use impacts your day-to-day operations & the associated costs*
 - *Discover the truth about the efficacy of drug testing for marijuana & employer’s rights to test*
 - *Get policy “do’s” and “don’ts” for maintaining a safe and drug free workplace.*
- 10:15 - 10:30 AM **Networking Break**
- 10:30 - 11:15 AM **Drug Testing 101 - A Refresher**
Brian Feeley, Director of Sales, Substance Abuse and Insurance Risk Testing, Orasure Technologies
According to the U.S. Department of Health & Human Services, drug testing is a key component of a drug free workplace. By testing employees for drugs and alcohol, a company can deter some workers from using these on the job, which benefits not only the employer and employee, but society, in general. Drug & alcohol testing also leads to a decrease in occupational injuries, absenteeism, and incidents of workplace violence. During this session we will cover:
- *Under the influence” vs. “Impairment”*
 - *Drug levels and current state of the art - roadside versus industry*
 - *Drug testing 101; urine, hair, and oral fluid*
 - *Spotlight on oral fluid drug testing and link to very recent drug use.*
- 11:15 - 12:15 PM **Recognizing Impairment in the Field**
Keith Graves, President, Graves & Associates
Drug impairment is a serious concern for many industries. Our nation is in the midst of a deadly opioid epidemic, marijuana has been legalized in a number of states, and drug



cartels are increasing methamphetamine production at a rapid pace. Employees know which drugs are being tested for and are switching to novel psychoactive substances that produce the same effects as most street drugs, but won't show up in a workplace drug test. What can your organization do to help train your supervisors to recognize an impaired worker in the field?

Law enforcement has been using a systematic process in identifying drug impaired drivers for over 40 years and this process is continually being refined. This system of identifying drug impairment has been adapted to the workplace and is now being used internationally. This one hour conversation will talk about what companies can do to help their first line supervisors detect drug impairment and reduce workplace injuries and accidents and improve overall employee safety and health.

12:15 - 1:00 PM

Lunch & Networking

1:00 – 1:45 PM

IMPACT: The Drug Free Workforce Program

Steve Rank, Director of Safety & Health, IMPACT (Ironworker Management Progressive Action Cooperative Trust)

First developed in 2005, the IMPACT Drug Free Workforce Program has been revised and fully implemented. The goal of the IMPACT Program is to ensure ironworkers are drug-free and ready to work, and to make IMPACT member contractors more competitive in our industry. The IMPACT Program works with pre-qualified third party administrators to manage the overall process of the Program, ensuring testing compliance by state, administering the random selection process, and ensuring a large network of collection sites and collector quality control.

1:45 - 2:15 PM

Drug Testing vs. Impairment Testing - Bridging the Gap

Antonio Visconti, C.E.O/Founder, SOBEREYE INC.

Workplace drug testing is a standard practice for many safety sensitive companies. While certainly effective in screening the most egregious cases of drug users that fail the pre-employment test, the practice has known limitations. Drug testing provides no information regarding on-the-job intoxication.

The marijuana legalization trend and the current economic reality of recruiting and retaining employees is clearly challenging the status quo. In this session we will look at a new approach to quickly measure an individual's Pupillary Response to Light to evaluate impairment risk in real time, on-the-job, when it matters most.

2:15 - 2:30 PM

Networking Break

2:30 - 3:15 PM

Why Mental Health is Smart Business

Stephen M. Wiltshire, Director of Safety, Associated Builders and Contractors Inc.

According to the Construction Industry Alliance for Suicide Prevention, construction is the number one industry for number of suicides and suicide rates. As such, it is an industry imperative to shatter the mental health stigma and create caring cultures within our companies. During this prevention, the following topics will be addressed:

- How can mental health and suicide prevention be woven into existing safety, wellness, and performance management practices?*
- How can a construction company set itself apart as a best in class employer by adopting a mental health and suicide prevention program?*
- What role does the opioid epidemic play in all of this?*

3:15 - 3:45 PM

An Expert Panel - Audience Q&A

The day's speakers will gather on the dais to answer audience questions.

3:45 – 4:00 PM

Summary and Wrap-Up

Todd Mills, LS2