

2012 ERC Drug Testing Policies & Practices Survey

May 2012

Conducted by ERC

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www.ercnet.org



About ERC

ERC is Northeast Ohio's largest organization dedicated to HR and workplace programs, practices, training and consulting. ERC membership provides employers access to an incredible amount of information, expertise, and cost savings that supports the attraction, retention, and development of great employees. We also host the nationally recognized NorthCoast 99 program and sponsor the ERC Health insurance program. For more information about ERC, please visit www.ercnet.org.



Introduction & Methodology

This report summarizes the results of ERC's survey of 163 organizations across Ohio, conducted in May of 2012, on practices related to drug testing of potential and current employees. The survey reports trends in:

- Employer's drug testing policies
- Frequency of drug testing failures

All ERC members were invited to participate in the survey starting May 3, 2012 via email invitations and other online promotions. Other organizations were invited to participate by constituents of ERC and by the Ohio ADAMHS Board and its constituents via email invitations. The survey officially closed on May 11, 2012. In order to provide the most reliable and accurate information, data was cleaned and duplicate records were removed. Any outliers or invalid data were also eliminated, yielding a final data set of 167 participating organizations from Ohio. All quantitative data was analyzed using statistical software to ensure data validity and reliability.

This report shows several frequencies and response distributions. Frequencies of data responses may not total 100% exactly in some cases due to rounding of decimals or the ability for participating organizations to select multiple response options. In some cases, breakouts are not included due to quantity of data or insufficient sample.

Key Findings

- Over 80% of participating employers are currently hiring for open positions.
- About 78% of employers have a policy to not hire otherwise qualified applicants based on a failed drug test.
- In the past 12 months, over a third of employers rejected qualified applicants for hourly positions and about 13% for salaried positions, based on the results of a drug test.
- In the past 12 months, about 10% of employers have experienced either somewhat of an increase or a significant increase in the frequency of failed drug tests for applicants for hourly positions. About 2% reported somewhat of an increase over the same period for salaried positions.
- In the past 12 months, over 11% of employers have experienced either somewhat of an increase or a significant increase in the frequency of failed drug tests that resulted in terminations of existing employees. About 2% reported somewhat of an increase over the same period for salaried positions.
- 25% of employers reported that between 1-10% of candidates for hourly positions fail drug tests.
- 11% of employers reported that between 1-10% of candidates for salaried positions fail drug tests.

Drug Testing Policies

Percent of employers that are currently hiring for any open positions

Figure 1 | All breakouts

	Percent
All Organizations	81.6%
Industry	
Manufacturing	88.1%
Non-Manufacturing	77.9%
Organizational Size	
1-50	60.9%
51-100	82.9%
101-500	90.3%
Over 500	100.0%

Percent of employers that drug test job applicants

Figure 2 | All breakouts

	Hourly Positions	Salaried Positions
All Organizations	78.3%	78.3%
Industry		
Manufacturing	94.9%	94.9%
Non-Manufacturing	68.6%	68.6%
Organizational Size		
1-50	56.5%	54.3%
51-100	82.4%	82.4%
101-500	85.5%	86.9%
Over 500	100.0%	100.0%

Percent of employers that have a policy not to hire otherwise qualified job applicants based on a failed drug test

Figure 3 | All breakouts

	Hourly Positions	Salaried Positions
All Organizations	78.6%	77.5%
Industry		
Manufacturing	94.8%	93.1%
Non-Manufacturing	69.3%	68.6%
Organizational Size		
1-50	55.6%	55.6%
51-100	81.3%	78.8%
101-500	87.1%	87.1%
Over 500	100.0%	95.0%

Drug Testing Practices

Percent of employers that in the past 12 months, have rejected otherwise qualified job applicants based on a failed drug test

Figure 4 | All breakouts

	Hourly Positions	Salaried Positions
All Organizations	33.5%	13.2%
Industry		
Manufacturing	47.5%	17.2%
Non-Manufacturing	25.5%	10.9%
Organizational Size		
1-50	10.9%	4.4%
51-100	28.6%	5.9%
101-500	40.0%	11.7%
Over 500	75.0%	50.0%

Percent of employers that in the past 12 months have experienced a change in the frequency of failed drug tests from otherwise qualified applicants at their organization

Figure 5 | All organizations

	Decreased significantly	Decreased somewhat	Stayed the same	Increased somewhat	Increased significantly	N/A
Hourly Positions	1.3%	3.8%	41.5%	8.2%	1.9%	43.4%
Salaried Positions	1.3%	0.0%	39.6%	1.9%	0.0%	57.2%

Percent of employers that in the past 12 months, have terminated employees based on a failed drug test

Figure 6 | All breakouts

	Hourly Positions	Salaried Positions
All Organizations	27.5%	6.9%
Industry		
Manufacturing	44.1%	11.9%
Non-Manufacturing	17.8%	4.0%
Organizational Size		
1-50	8.7%	2.2%
51-100	20.6%	2.9%
101-500	36.1%	8.2%
Over 500	57.9%	21.1%

Percent of employers that in the past 12 months have experienced a change in the frequency of failed drug tests resulting in terminations at their organization

Figure 7 | All organizations

	Decreased significantly	Decreased somewhat	Stayed the same	Increased somewhat	Increased significantly	N/A
Hourly Positions	1.3%	1.3%	38.1%	11.3%	.6%	47.5%
Salaried Positions	1.3%	0.0%	39.6%	1.9%	0.0%	57.2%

Frequency with which employers have experienced failed drug tests among candidates who have been offered a job at their organization

Figure 8 | All organizations

	0%	1-10%	11-20%	21-30%	31-40%	41-50%	51-60%	N/A
Hourly positions	20%	25%	4%	2%	1%	n/a	1%	47.5%
Salaried Positions	56%	11%	1%	1%	n/a	n/a	n/a	57.2%

Respondent Demographics

Below is a breakdown of the industries and sizes that respondents represent.

	Percent
Industry	
Manufacturing	36%
Non-Manufacturing	64%
Organizational Size	
1-50	28%
51-100	21%
101-500	38%
Over 500	12%
County	
Cuyahoga	33%
Allen	29%
Lake	12%
Lucas	4%
Summit	4%
Fulton	3%
Geauga	3%
Other	12%

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