

## Upcoming Speakers

8/23 - Ms. Nancy Hale, CEO - Operation Unite, Topic: Catching, Hopping and Moving Toward Drug Prevention

8/30 - Mr. Will Black, Assistant Superintendent - Paducah Independent Schools, Topic: Research Based Drug Prevention in Public Schools

9/6 - Mr. Eric Grogan, Topic: Fellowship of Christian Athletes

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President-Elect



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Secretary



**Randy Bridges**  
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# GearTeeth

## The Rotary Club of Paducah



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**Website:** [www.paducahrotary.org](http://www.paducahrotary.org) **Instagram:** <https://www.instagram.com/rotaryclubofpaducah>

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## Drug Abuse in the Workforce

August 16, 2017



**-Speaker: Billy Harper, President and CEO of Harper Industries** Harper was introduced by Rotarian Dr. Pat Withrow.

**-Topic: "Work Ready, or Not" ...a program on the challenges of dealing with drug use in the workplace.**

### -Top Ten Takeaways for Rotarians

-Harper, a long-time advocate for educational programs in the community and across the state, applauded the efforts of Dr. Withrow for helping to educate the public on the opioid drug crisis.

-Harper cited several examples of why the construction industry has been particularly affected by illegal drug use. "The environment of skill-craft workers makes them very transient from working on multiple locations (opposed to a single setting and being observed every day). It's tough to find workers, period, despite working around those who fail drug tests," he said.

-Younger generation workers are especially transient, and older workers are being forced to remain in the workplace longer than in past generations. Many of the older workers are also being forced to become more tech savvy. Those dynamics, plus a trend of lower pay for construction workers, is causing new stress factors for workers. Workplace stress has long been attributed to drug abuse among workers in all occupations.

-Harper's firms also employ a large number of drivers required to possess a Commercial Drivers License (CDL). Recent changes in regulations have limited the number of hours drivers can operate, meaning many can't take advantage of additional revenue during peak construction season. The regulations also require more stringent drug testing, again, contributing to the pressure of finding enough qualified workers.

-When CDL tests began requiring frequent drug testing, Harper said his companies made it a company-wide policy. His company, he said, requires applicants to post a \$75 deposit toward their drug test which is refunded if the test is negative. He added that his companies opt for instant termination on a positive drug test rather than a change at a rehab program. That policy came about, he said, after so many employees failed to follow the rehab program.

-Harper showed a slide detailing the costs of various drug testing. An "Insta-test", which most often shows an instant negative, is \$20 per person. Urine sample tests range from

Scott Taylor  
Shawn Turner

### Birthdays

**Frank Shelton**  
August 23  
**Lisa Long**  
August 24  
**Matthew N. Cherry**  
August 27  
**Carolyn T. Roberts**  
August 31  
**Jane N. Martin**  
September 02  
**L. V. McGinty Jr.**  
September 04  
**Lorraine Schramke**  
September 07  
**Eileen Duobinis-Gray**  
September 07  
**Ken Knapp**  
September 12  
**C. Robert Shelton**  
September 17  
**David R. Perry**  
September 18  
**Craig Guess**  
September 18

\$35 to \$75 and return results usually in one day. Hair sample tests cost \$75 to \$100, with results in one to three days. The hair sample tests are considered preferable because drug residue is detected from a much longer period prior to the test, sometimes 60 to 90 days.

-A typical 5-Panel drug test looks for amphetamines, marijuana, cocaine, opiates and phencyclidine (PCP/Angel Dust/etc.). 10-Panel tests add methaqualone, barbiturates, benzodiazepines, methadone and propoxyphene (Darvon, Darvocet, etc.).

-The testing cycle will typically stretch from pre-employment to: random; reasonable suspicion; post-accident; return to duty; and follow-up testing. Harper said in his experience, the largest number of positive drug tests result from post-accident testing.

-A flaw in the system in regard to new hiring, Harper said, is not being able to give or receive information about a person's past work history regarding substance abuse. Privacy laws prevent sharing of that information among employers and potential employers.

- "We've lost hundreds to maybe thousands of employees and potential employees to drug testing," Harper said, "but that's still better than losing one person to a drug-related, on the job accident."

## Announcements

August 16, 2017

-President Melanie announced that it's Dictionary Distribution time for the club. 820 Dictionaries will be delivered to third graders at ten schools in McCracken County. Rotarians Steve Bright and Brad Clark were applauded for their work at helping Denise unload the dictionaries and organize the labeling process. Distribution dates, as of this week, are August 18, 22, 23, 24 and 25. Volunteers are needed quickly to fill the remaining slots to help with delivery to the schools. For more information, contact the Rotary office. Each year the club gives each third grader their own dictionary containing a copy of the Rotary Four-Way Test inside.

-Volunteers are needed quickly to fill volunteer slots to park cars during the AQS Fall Quilt Show in Paducah. The city offered our club the opportunity to use the paved area behind the floodwall as a fundraiser by charging to park cars there for the Quilt Show attendees. Plans are still being finalized, but volunteers will be needed to help organize the effort and prepare the lot, plus for the actual show September 13-16. For more information or to volunteer, contact the Rotary office.

## Guests

August 16, 2017

Alex Sherwood – guest of Ken Wheeler  
Dr. Ed O'Neill – guest of Dr. Pat Withrow  
Katie Smith – guest of Clay Howerton  
Cynthia Turner and Kaitlyn Krolikowski, Melanie Swager, Raquel Ziegler, Riley Sturzbecker, Stephanie Groth and Olivia May – guests of Mike Muscarella  
Terry Bradley – guest of Zach Hosman  
Troy Courtney – guest of Sandra Wilson