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Substance Abuse Program Administrators Association

ANNUAL CONFERENCE

October 6–9, 2024

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LONE STAR LEARNING

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SAPAA STYLE

We're excited to invite you to the SAPAA Annual Conference & Expo in Dallas, Texas, where we'll be *Two-Steppin' into Success, SAPAA Style*. Our conference logo combines the iconic Lone Star symbol and the vibrant colors of the Texas state flag. *Lone Star Learning* signifies our commitment to providing outstanding educational content, while *Two-Steppin' into Success* highlights our engaging approach to professional growth.

Slide into your cowboy boots and head to Dallas, where a warm welcome meets trailblazing education in the unique SAPAA spirit!

Location Information

From its humble beginnings as a trading post to its rise as a global city, Dallas is known for its booming economy, diverse culture, and welcoming atmosphere. Whether you're a history buff, a foodie, or an art enthusiast, Dallas has something for everyone! Join us for the SAPAA conference in this vibrant city and experience it all firsthand.

The Westin Galleria Dallas
13340 Dallas Parkway
Dallas, TX 75240

A room block is available for $225/night plus applicable taxes and fees. Reservations must be made prior to 9/20/24 to qualify for the SAPAA conference rate.

To reserve your room, contact the hotel at (972) 934-9494 or use the booking link at www.sapaa.com/2024conference.

Experience the best at The Westin Galleria Dallas. Both Dallas-Fort Worth International Airport and Dallas Love Field are short drives away. Eat at either of its two restaurants, The Oceanaire Seafood Room, which features fresh seafood flown in daily, and Second Floor Regionally Inspired Kitchen, which offers a fresh spin on American favorites. Stay on track in the 24-hour fitness center, featuring the latest cardio machines and free weights, or take a dip in the outdoor pool.

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www.sapaa.com

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GET *Connected*

Registration Fees

SAPAA's Annual Conference & Expo includes the Training Institute courses and general conference events. Conference registration fees, listed below, cover admission to the General Sessions, *Collaborate* Think Tank discussions, CCDAPP Info Session, First-Time Attendee Orientation, Welcome Dinner Reception, and breakfast and lunch buffets during general conference events.

Registration Type	Early Bird Rate *(through 9/1/24)*	Regular Rate	On-Site Rate
SAPAA Member	**$495**	**$595**	**$695**
Non-Member	**$595**	**$695**	**$795**

The SAPAA Training Institute serves as a specialized educational resource designed to enhance the knowledge and skills of individuals involved in the management and operation of their programs. The Training Institute offers a comprehensive suite of training and credentialing programs that cover various aspects of substance abuse testing and program administration, including regulatory compliance, best practices, developing and implementing effective policies, and the latest in methodologies and technologies. Training Institute courses are listed in red with their registration fees.

Are you a frequent SAPAA conference attendee? As a token of our appreciation, this year's conference could be on us! If you've attended 5 SAPAA conferences, your next one is free! Contact SAPAA at 1-800-672-7229 or info@sapaa.com to redeem this special offer.

THINKING OF JOINING SAPAA?

Now is the perfect time! If your organization hasn't been a member of SAPAA for at least two years, join when you register and receive the remainder of 2024 dues for FREE! Your membership will expire 12/31/25. Go to www.sapaa.com to join online or download a membership application.

Schedule-At-A-Glance

Register today and save 10% on Training Institute courses! Prices will increase after September 1, 2024.

Sunday, October 6, 2024		
1:30–6:00 p.m.	**A1: Urine Specimen Collector Intensive Training**	($345 mbr/$395 non-mbr)
1:30–3:30 p.m.	**B1: Oral Fluid Testing: From Regulations to Implementation**	($175 mbr/$225 non-mbr)
	B2: Comprehensive Audit Readiness: Equipping Your Organization and Assessing Service Agents Effectively	($175 mbr/$225 non-mbr)
4:00–6:00 p.m.	**C1: Drug and Alcohol Industry Training Course** *Continues on Monday.*	($495 mbr/$595 non-mbr)
	D1: Legal Concerns for DERs/TPAs	($345 mbr/$415 non-mbr)
	D2: Maximize Your Drug Testing Program: Understanding Roles and Responsibilities of DER, TPA, MRO, and Collector	($175 mbr/$225 non-mbr)
Monday, October 7, 2024		
8:00 a.m.–12:30 p.m.	**C1: Drug and Alcohol Industry Training Course** *Continued from Sunday.*	($495 mbr/$595 non-mbr)
8:00–10:00 a.m.	**E1: The Drugs We Test For: Why, What They Do, and Where They Come From**	($175 mbr/$225 non-mbr)
	E2: Demystifying DOT Testing: Exploring Agency-Specific Requirements	($175 mbr/$225 non-mbr)
	E3: Facing Compliance Challenges as a DER: The Art of Being Prepared	($175 mbr/$225 non-mbr)
	E4: Collections—It's Not Just Collecting!	($175 mbr/$225 non-mbr)
10:30 a.m.–12:30 p.m.	**F1: Starting and Expanding Your Drug Testing Business: From Collector to TPA to Full-Service Provider**	($245 mbr/$295 non-mbr)
	F2: Strategies for Building Your Drug Testing Program	($175 mbr/$225 non-mbr)
	F3: Workplace Substance Testing: State Drug and Alcohol Testing Laws You Need to Know!	($345 mbr/$415 non-mbr)
	F4: FMCSA for Beginners: What You Need to Know	($175 mbr/$225 non-mbr)
1:30–3:30 p.m.	**G1: Employer Impacts of DEA Rescheduling Cannabis**	($345 mbr/$415 non-mbr)
	G2: Reasonable Suspicion Testing: A Comprehensive Supervisor Training	($175 mbr/$225 non-mbr)
	G3: Proper Vetting of Collectors	($175 mbr/$225 non-mbr)
4:00–5:30 p.m.	***Collaborate* Think Tank Discussions for DERs, TPAs, and Collectors/BATs**	
5:45–6:15 p.m.	**Certification Commission for Drug and Alcohol Program Professionals (CCDAPP) Information Session: Who, What, Why and How to Get Certified**	
6:30–7:00 p.m.	**First-Time Attendee Orientation**	
7:00–9:00 p.m.	**Welcome Dinner Reception with Exhibitors**	

Schedule-At-A-Glance

Tuesday, October 8, 2024	
8:15–9:15 a.m.	Breakfast Buffet
9:15–9:30 a.m.	Welcome from 2023–2024 SAPAA President
9:30–10:30 a.m.	Mindset Mayhem: Rising Above the Challenges
10:45–11:45 a.m.	Legal Issues in Drug Testing
	Latest USCG News and Developments
11:45 a.m.–1:15 p.m.	Luncheon SAPAA Annual Membership Meeting CCDAPP Presentation of Sue Clark Award for Excellence
1:15–2:45 p.m.	Dessert Break with Exhibitors
2:45–3:45 p.m.	Latest FMCSA News and Developments
4:00–5:00 p.m.	Addiction Is Addiction, or Is It? New Avenues for Identifying When a "Hidden" Problem May be Lurking
	Creating Effective Policy for Employee Wellness Programs
	What Employers Are Saying About Drug Testing: The Results of Current Consulting Group's 2024 Employer Drug Testing Survey
Wednesday, October 9, 2024	
8:15–9:15 a.m.	Breakfast with Exhibitors
9:20–9:30 a.m.	Welcome from 2024–2025 SAPAA President
9:30–10:30 a.m.	One Size Doesn't Fit All: A Look at Modern Recovery in the Workplace
10:45–11:45 a.m.	The Changing Legal Landscape of Cannabis in the Workplace—What Employers Need to Know!
	CRL's Testing Experience for Fentanyl in Urine and Oral Fluids
	Latest FTA News and Developments
11:45 a.m.–1:00 p.m.	Luncheon DOT Program Update
1:00–2:00 p.m.	Mary Jane Bud and Suzie Q are Back! Collecting Oral Fluid—What Could Possibly Go Wrong?
	Interventions at Work
	Clear Minds, Clear Work: Strategies for Supervisors in Addressing Psychedelic-
2:15–3:15 p.m.	Will Oral Fluid Testing Become the Dominant Drug Testing Method?
	Impairment Crisis: How Substance Use Impacts the Safety-Sensitive Industry
	Latest FRA News & Developments
3:30–4:30 p.m.	Trends in Drug Testing All Point to Oral Fluid
	Latest FAA News & Developments

Training Institute Courses

Sunday, October 6, 2024

A1: Urine Specimen Collector Intensive Training

Mary Hines, CSAPA • SimplePath
Trish McCoy • Quick Trax, LLC

Whether you're an experienced collector seeking to renew your qualification or a new collector eager to develop top-tier skills, this training course is designed for you! Begin with our comprehensive web-based training to build a solid foundation of knowledge for both DOT and non-DOT collections, which must be completed before the in-person session. Then, join us for a 4-hour hands-on session that features dynamic mock collections with live donors. Under the guidance of seasoned trainers, you'll gain practical, real-world experience and the expertise needed to excel in urine specimen collection.

SAPAA Member: $345 • Non-Member: $395

1:30–6:00 p.m.

Mary Hines has worked in the drug and alcohol testing field since the Drug Free Workplace Act was passed in 1988 and is a CSAPA. She was instrumental in training and setting up collection sites to help clients comply with 49 CFR Part 40, which outlined the requirements for a compliant DOT drug testing program. Mary is currently the owner of SimplePath, providing drug and alcohol program consultation, and is a Master Distributor trainer for Lifeloc Technologies who manufactures alcohol testing equipment. She currently serves on the CCDAPP (Certification Commission for Drug and Alcohol Program Professionals) as a commissioner. Mary is a co-inventor of the OraSecure oral fluids collection device in partnership with Omega Laboratories. Mary also served as a Past President of SAPAA and Past Board member. She currently serves as a trainer for SAPAA.

Trish McCoy is the owner of Quick Trax, LLC, and co-inventor of the OraSecure oral fluids collection device in partnership with Omega Laboratories, Inc. She is a Lifeloc Technologies Master Trainer with nearly 20 years experience in the instruction/certification of DOT Collection Personnel and Breath Alcohol Technicians, She is a trainer for SAPAA and provides DOT Supervisor Reasonable Suspicion and Employee Training, and consultation for new Collection Sites.

B1: Oral Fluid Testing: From Regulations to Implementation

Jennie Lee-Pace • AlcoPro, Inc.
Brian Terry • AlcoPro, Inc.

Are you ready for oral fluid testing? This course breaks down the DOT regulations, requirements, and processes surrounding oral fluid drug testing. But there's more to just knowing the regulations that readies an organization to order and perform oral fluid collections. In this course we will discuss implementation and change management best practices for employers and service agents, so your testing programs roll out with greater ease.

SAPAA Member: $175 • Non-Member: $225

1:30–3:30 p.m.

Jennie Lee-Pace has more than 10 years of experience in the drug and alcohol testing industry, serving as AlcoPro's Director of Sales and Marketing. Jennie has extensive experience crafting programs and policies designed to heighten excellent customer experiences and leading teams adopting procedural changes. Currently, Jennie leads AlcoPro's customer service and training specialists teams and oversees interactive course design and development for all their DOT drug and alcohol testing and employer awareness training. With over 25 years of marketing experience, Jennie has worked in agencies marketing brands such as TFal and Microsoft.

Brian Terry is the Director of Business Development at AlcoPro, bringing over 22 years of industry experience to the role. Known for his exceptional skills in entrepreneurship and client relations, Brian has a proven track record of driving business growth and forging strong partnerships. He is dedicated to developing innovative strategies that enhance company performance and deliver exceptional value to clients. With deep expertise in Department of Transportation (DOT) rules and regulations, Brian is a key figure in industry compliance. His extensive experience and thorough understanding of DOT regulations make him a respected and trusted resource for companies and individuals seeking compliance and operational guidance.

B2: Comprehensive Audit Readiness: Equipping Your Organization and Assessing Service Agents Effectively

Regina Doural, CSAPA • Vault Workforce Screening, A Sterling Company

Many people panic when they are notified of an upcoming audit. As the DER, you are responsible for the actions of all your service providers. How can you ensure they are doing things correctly, so they do not turn into findings on your audit? Preparation is the key to passing an audit. During this course, we will discuss different techniques for auditing all your service agents, not just your collection site. Auditing your TPA or MRO should be handled differently than the techniques used to audit your collection site. We will also discuss how auditing your service providers will help make your program better and how these audits can help you be prepared for any program audits, long before you receive notice of one.

SAPAA Member: $175 • Non-Member: $225

Regina Doural, CSAPA, is the General Manager, Compliance Services for Vault Workforce Screening, A Sterling Company. Regina has over 20 years of experience in the drug testing industry. As the General Manager, Compliance Services, Regina provides oversight of all areas of regulatory compliance, audit services, and client consultation. Regina has created and delivered numerous training programs and webinars on all aspects of drug and alcohol testing including combatting cheating, audit preparation, and monitoring compliance as the Designated Employer Representative. Additionally, she has spoken at a number of industry conferences. In 2011, Regina became a Certified Substance Abuse Program Administrator (CSAPA) and currently serves as President of the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP). Regina serves as the Treasurer on the Board of Directors for Substance Abuse Program Administrators Association (SAPAA) and is a member of their Training Institute. In this capacity, she provides training programs at their annual conference and during monthly webinars. She holds a B.S. in Business Administration.

REGISTER TODAY! Training Institute registration fees will increase after September 1, 2024.

Training Institute Courses

Sunday, October 6, 2024

C1: Drug and Alcohol Industry Training Course

Jeff Sims, CSAPA • Xpert Diagnostics, Inc.

This 6-hour course continues on Monday morning.

Gain a comprehensive understanding of both regulated and non-regulated drug and alcohol testing through this detailed course. You'll explore the history of workplace testing, delve into specimen collection, and examine laboratory procedures. The course will also cover the critical roles of Medical Review Officers and Substance Abuse Professionals. You'll gain insights into alcohol testing, emerging technologies, and understand the differences between various DOT agencies. Whether you're preparing for the CSAPA exam or aiming to enhance your expertise, this course is an essential resource for professionals in the field.

SAPAA Member: $495 • Non-Member: $595

Jeff Sims, CSAPA is the President of Xpert Diagnostics, Inc. He serves on the Board of Directors for the Substance Abuse Program Administrators Association (SAPAA) and as a Commissioner for the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP).

D1: Legal Concerns for DERs/TPAs

Nick Hartman • Drug Screening Compliance Institute

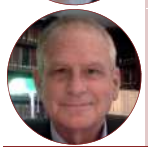
Bill Judge, J.D., LL.M. • Drug Screening Compliance Institute

A Third Party Administrator (TPA) provides a great service to their clients, but as they do so, they are exposed to a list of potential legal issues. Complying with Department of Transportation (DOT) regulations is standard knowledge, but are you aware of the hundreds of local and state-specific laws and court decisions that apply to you and your clients? Do you have operational agreements with your vendors? Do you know if your staff is properly credentialed and trained? Would you be ready to respond if your company is challenged? As your company's Designated Employer Representative (DER), you are the gatekeeper in the implementation, administration, and compliance with your company's substance abuse screening program. This is a critical role that has real consequences if not taken seriously. Are you familiar with the details of your company's substance abuse testing policy? Do you clearly understand what laws apply to your company's testing program? Have you considered Federal, state, local and industry commission rules and case law?

4:00–6:00 p.m.

SAPAA Member: $345 • Non-Member: $415

Nick Hartman is an Accredited Drug Screening Industry Consultant, advisor, subject matter expert, professional researcher, trainer, and speaker who has built, implemented, and managed drug-free workplace programs for thousands of employers across the U.S. and abroad for over 17 years.



Bill Judge is an attorney with over 37 years of experience in the workplace drug and alcohol testing industry. He has been involved in many workplace drug testing court cases at all levels. He is an award-winning subject matter expert who has written and edited numerous articles and publications. Bill regularly shares his industry expertise and thought leadership at local, regional, and national speaking events.

D2: Maximize Your Drug Testing Program: Understanding Roles and Responsibilities of DER, TPA, MRO, and Collector

Regina Doural, CSAPA • Vault Workforce Screening, A Sterling Company

Join us to gain a comprehensive understanding of the roles involved in drug testing—whether you're a TPA, Collector, MRO, or DER. This session delves into the specific responsibilities of each role and their interdependent relationships. We'll also cover which tasks can be outsourced and those better suited to in-house management. Additionally, we'll examine how these responsibilities may be affected by having multiple locations or programs. As a DER, you'll acquire extensive knowledge of the requisite compliance with state and federal regulations. You'll also gain valuable insights on how to effectively collaborate with your service providers. Don't miss out on this essential learning experience.

SAPAA Member: $175 • Non-Member: $225

Regina Doural, CSAPA, is the General Manager, Compliance Services for Vault Workforce Screening, A Sterling Company. Regina has over 20 years of experience in the drug testing industry. As the General Manager, Compliance Services, Regina provides oversight of all areas of regulatory compliance, audit services, and client consultation. Regina has created and delivered numerous training programs and webinars on all aspects of drug and alcohol testing including combatting cheating, audit preparation, and monitoring compliance as the Designated Employer Representative. Additionally, she has spoken at a number of industry conferences. In 2011, Regina became a Certified Substance Abuse Program Administrator (CSAPA) and currently serves as President of the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP). Regina serves as the Treasurer on the Board of Directors for Substance Abuse Program Administrators Association (SAPAA) and is a member of their Training Institute. In this capacity, she provides training programs at their annual conference and during monthly webinars. She holds a B.S. in Business Administration.

Training Institute Courses

Monday, October 7, 2024

8:00 a.m.–12:30 p.m.

C1: Drug and Alcohol Industry Training Course

Jeff Sims, CSAPA • Xpert Diagnostics, Inc.

This 6-hour course is continued from Sunday afternoon.

Gain a comprehensive understanding of both regulated and non-regulated drug and alcohol testing through this detailed course. You'll explore the history of workplace testing, delve into specimen collection, and examine laboratory procedures. The course will also cover the critical roles of Medical Review Officers and Substance Abuse Professionals. You'll gain insights into alcohol testing, emerging technologies, and understand the differences between various DOT agencies. Whether you're preparing for the CSAPA exam or aiming to enhance your expertise, this course is an essential resource for professionals in the field.

SAPAA Member: $495 • Non-Member: $595

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8:00–10:00 a.m.

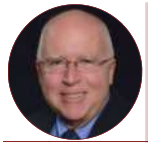
E1: The Drugs We Test For: Why, What They Do, and Where They Come From

Tom Pool, CSAPA • Drug Free Business

This training course, taught by a retired DEA Special Agent and 45-year veteran of the "drug business," provides you, the employer, DER, HR professional, or Third Party Administrator with the answers to the common questions of "who, what, when, and why are we testing?" Information about the actual drugs involved to justify your specific testing panel, reasons for testing, and minimizing the risks involved. Everyone in our industry has a strong interest in issues surrounding illicit drug use but may want a better understanding of how and why drugs of abuse are controlled. The current movement to legalize drugs makes it even more important that professionals understand how illegal substances and illicit use are defined. Knowledge of how drugs are controlled is becoming more important when we try to advise clients on wording policies and/or taking action after a perceived workplace offense. As an added bonus, each attendee will receive a video presentation with a personal use license, enabling them to fulfill the requirement for awareness training on the effects of alcohol and other drugs, as well as to provide refresher training under DOT regulations.

Tom, during his undercover days.

SAPAA Member: $175 • Non-Member: $225



Tom Pool currently serves as the Executive Administrator at Drug Free Business, a Third Party Administrator. He's also a former DEA Special Agent, a Certified Substance Abuse Program Administrator (CSAPA), a Commissioner at the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP), and frequently presents training sessions for the SAPAA Training Institute. Tom has developed training curricula in the areas of drug demand reduction, drug legalization issues, drugs in the workplace, and crime prevention, among others.

E2: Demystifying DOT Testing: Exploring Agency-Specific Requirements

Helen White, CSAPA • White Glove Drug & Alcohol Testing, Inc.

This session will provide a thorough comparison of the testing programs across various DOT agencies, highlighting the different types of required tests, such as pre-employment, random, and post-accident, and the specific scenarios for each. It will cover the unique policy, recordkeeping, and training requirements that distinguish each agency's approach to ensuring compliance and safety along with touching on other differentiating factors like regulatory standards and the substances tested, providing a clear understanding of the tailored testing protocols for each agency.

SAPAA Member: $175 • Non-Member: $225

Helen White, CSAPA, is the founder and President of White Glove Drug & Alcohol Testing, Inc. Helen owns and operates five facilities in Maryland that provide drug and alcohol collection services for both regulated and non-regulated employers, as well as a team of on-site collection personnel. In addition to collection services, she also provides Third Party Administration to DOT -regulated drug and alcohol testing programs, specializing in FMCSA, FTA, PHMSA, and USCG for more than 1200 clients. Helen has more than 28 years in the drug and alcohol testing industry with hands-on experience functioning in several different capacities. She earned her CSAPA certification in 2009. White Glove is a certified TPA by both SAPAA and NDASA. Helen has also held MRO-A certification by MROCC. She is a certified instructor for both urine drug and alternative specimen collections.

REGISTER TODAY! Training Institute registration fees will increase after September 1, 2024.

Training Institute Courses

Monday, October 7, 2024

E3: Facing Compliance Challenges as a DER: The Art of Being Prepared

Linda Richardson, CSAPA, C-SI • Advanced Compliance Group

This course not only defines the Designated Employer Representative (DER) role and provides insight when making difficult decisions, but at the same time explains how to maintain compliance with federal regulations and policy. Explore real-life situations that DER's have faced during the execution of their duties and learn what to do if a positive drug or alcohol test result is challenged. Understand what kind of questions the DER should anticipate if a challenged test result requires testimony by deposition or in court. Participants will be encouraged to share difficult experiences and how they were able to resolve them. You might be surprised to learn another DER had a similar situation and learn how they overcame the challenge could be of benefit to you. This training course is geared toward both new and seasoned DER's and anyone who advises DER's, including TPAs.

SAPAA Member: $175 • Non-Member: $225

Linda Richardson is a drug and alcohol testing industry consultant with expertise in workplace and DOT regulatory compliance, with a special emphasis on training and education. She has been a Certified Substance Abuse Program Administrator (CSAPA) since the early 2000s. She is a nationally recognized expert in the areas of federal drug testing regulations, testing procedures, and drug and alcohol abuse awareness training for employees and managers, and regularly presents at conferences and on webinars. She also served as a Designated Employer Representative (DER) for 6 years in the energy sector. In her role as a consultant, she regularly performs program audits and collection site inspections on behalf of employers. She served on the SAPAA Board of Directors a total of 12 years since the late 1990's and as SAPAA's President from 2012 to 2013. Linda is a current SAPAA and NDASA member.

8:00–10:00 a.m.

E4: Collections—It's Not Just Collecting

Mary Hines, CSAPA • SimplePath

Trish McCoy • Quick Trax, LLC

Who are your *boots on the ground*? Who else needs to be trained other than collectors? What happens when a collection site is not compliant? Who gets fined? Can a collection site be sued if an employer is fined for non-compliance? Are you prepared to handle collections that could present a compliance issue? This class is designed to answer these questions and more so your organization is ready to tackle even the toughest collection scenarios that come down the pike. You'll receive a compliance checklist to help your site meet the necessary standards and learn about the risks and consequences of non-compliance.

SAPAA Member: $175 • Non-Member: $225

Mary Hines has worked in the drug and alcohol testing field since the Drug Free Workplace Act was passed in 1988 and is a CSAPA. She was instrumental in training and setting up collection sites to help clients comply with 49 CFR Part 40, which outlined the requirements for a compliant DOT drug testing program. Mary is currently the owner of SimplePath, providing drug and alcohol program consultation, and is a Master Distributor trainer for Lifeloc Technologies who manufactures alcohol testing equipment. She currently serves on the CCDAPP (Certification Commission for Drug and Alcohol Program Professionals) as a commissioner. Mary is a co-inventor of the OraSecure oral fluids collection device in partnership with Omega Laboratories. Mary also served as a Past President of SAPAA and Past Board member. She currently serves as a trainer for SAPAA.

Trish McCoy is the owner of Quick Trax, LLC, and co-inventor of the OraSecure oral fluids collection device in partnership with Omega Laboratories, Inc. She is a Lifeloc Technologies Master Trainer with nearly 20 years experience in the instruction/certification of DOT Collection Personnel and Breath Alcohol Technicians, She is a trainer for SAPAA and provides DOT Supervisor Reasonable Suspicion and Employee Training, and consultation for new Collection Sites.

F1: Starting and Expanding Your Drug Testing Business: From Collector to TPA to Full-Service Provider

Tom Pool, CSAPA • Drug Free Business

10:30 a.m.–12:30 p.m.

This course provides a comprehensive roadmap for launching and growing a successful drug testing business. Offering three total hours of training, including a foundational self-guided web-based session, it covers essential aspects such as business planning, market research, and legal requirements. Designed by industry veterans with decades of experience, this interactive course also offers valuable insights into expanding your services, from transitioning from a collector to a Third Party Administrator (TPA) and ultimately becoming a full-service provider. Participants will gain practical knowledge and tools to enhance their operational efficiency, reduce risks, and attract the right customers. As an added bonus, each attendee will receive a video presentation with a personal use license, enabling them to fulfill the requirement for awareness training on the effects of alcohol and other drugs, as well as to provide refresher training under DOT regulations.

SAPAA Member: $245 • Non-Member: $295

Tom Pool currently serves as the Executive Administrator at Drug Free Business, a Third Party Administrator. He's also a former DEA Special Agent, a Certified Substance Abuse Program Administrator (CSAPA), a Commissioner at the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP), and frequently presents training sessions for the SAPAA Training Institute. Tom has developed training curricula in the areas of drug demand reduction, drug legalization issues, drugs in the workplace, and crime prevention, among others.

Training Institute Courses

Monday, October 7, 2024

F2: Strategies for Building Your Drug Testing Program

Dennis Kerns, BT, MT (ASCP), CSAPA • GDK Global Consulting, LLC

It's time to elevate your drug testing program! Increase enthusiasm and support for your program while demonstrating its value as a revenue generator, not just a cost center. DERs and service agents take note: This course offers strategies and tips just for you. Expect to walk away from this course with the tools you need to enhance and fortify your drug testing programs.

SAPAA Member: $175 • Non-Member: $225

Dennis Kerns has more than 28 years of experience in a medical laboratory environment. He received a Bachelor of Technology degree from the Oregon Institute of Technology, and has his Medical Technologist MT(ASCP) certification from the American Society of Clinical Pathology. Dennis is the current Training Institute Committee Co-Chair and a past president of the Substance Abuse Program Administrators Association and previously served as a Commissioner for the Certification Commission for Drug and Alcohol Program Professionals. Dennis' experience includes some time spent in Canada—first in 1996 to initiate a partnership with a Canadian group to form CannAmm, and then again in 2005 to take on full-time employment at CannAmm.

F3: Workplace Substance Testing: State Drug and Alcohol Testing Laws You Need to Know!

Nick Hartman • Drug Screening Compliance Institute

Bill Judge, J.D., LL.M. • Drug Screening Compliance Institute

Join us as we dive into state-specific workplace drug testing compliance. We will provide an understanding of the "nature" of states where drug testing rules are mandatory or voluntary, along with the complexities and oddities of drug testing laws. As marijuana laws drive new legal limitations for employers, we will cover how drug testing requirements, methodologies, and trending program strategies that employers are swiftly implementing in response. Understanding these new rules and regulations is vital for employers, especially those operating in multiple states.

10:30 a.m.–12:30 p.m.

SAPAA Member: $345 • Non-Member: $415

Nick Hartman is an Accredited Drug Screening Industry Consultant, advisor, subject matter expert, professional researcher, trainer, and speaker who has built, implemented, and managed drug-free workplace programs for thousands of employers across the U.S. and abroad for over 17 years.

Bill Judge is an attorney with over 37 years of experience in the workplace drug and alcohol testing industry. He has been involved in many workplace drug testing court cases at all levels. He is an award-winning subject matter expert who has written and edited numerous articles and publications. Bill regularly shares his industry expertise and thought leadership at local, regional, and national speaking events.

F4: FMCSA for Beginners: What You Need to Know

Linda Richardson, CSAPA, C-SI • Advanced Compliance Group

This course is designed with the new drug and alcohol testing industry employee in mind. It details the basic information, specifically as it relates to FMCSA and its regulations, including Clearinghouse information. The course will also explore relationships between employers (DERs) and TPAs. Those individuals who would benefit from this course include new employees of TPAs or anyone who is relatively new to the drug and alcohol testing industry and is primarily tasked with FMCSA regulatory compliance.

SAPAA Member: $175 • Non-Member: $225

Linda Richardson is a drug and alcohol testing industry consultant with expertise in workplace and DOT regulatory compliance, with a special emphasis on training and education. She has been a Certified Substance Abuse Program Administrator (CSAPA) since the early 2000s. She is a nationally recognized expert in the areas of federal drug testing regulations, testing procedures, and drug and alcohol abuse awareness training for employees and managers, and regularly presents at conferences and on webinars. She also served as a Designated Employer Representative (DER) for 6 years in the energy sector. In her role as a consultant, she regularly performs program audits and collection site inspections on behalf of employers. She served on the SAPAA Board of Directors a total of 12 years since the late 1990's and as SAPAA's President from 2012 to 2013. Linda is a current SAPAA and NDASA member.

REGISTER TODAY! Training Institute registration fees will increase after September 1, 2024.

Training Institute Courses

Monday, October 7, 2024

G1: Employer Impacts of DEA Rescheduling Cannabis

Nick Hartman • Drug Screening Compliance Institute
Bill Judge, J.D., LL.M. • Drug Screening Compliance Institute

On May 21, 2024, the Drug Enforcement Administration (DEA) issued a notice of proposed rulemaking indicating that the U.S Food and Drug Administration (FDA) intends to transfer cannabis from Schedule I to Schedule III of the Controlled Substances Act (CSA). This notice is consistent with opinions from the Department of Health and Human Services (HHS) acknowledging that marijuana has currently accepted medical uses as well as HHS's views about marijuana's abuse potential and level of physical or psychological dependence. But assuming that the proposed rescheduling goes through, does that mean that cannabis is now federally legal, leaving employees free to consume cannabis like any other legal substances such as alcohol? Join us as we break down the potential impacts of this ruling on workplace drug screening programs.

SAPAA Member: $345 • Non-Member: $415

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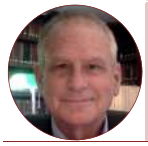


Bill Judge is an attorney with over 37 years of experience in the workplace drug and alcohol testing industry. He has been involved in many workplace drug testing court cases at all levels. He is an award-winning subject matter expert who has written and edited numerous articles and publications. Bill regularly shares his industry expertise and thought leadership at local, regional, and national speaking events.

1:30–3:30 p.m.

G2: Reasonable Suspicion Testing: A Comprehensive Supervisor Training

Dennis Kerns, BT, MT (ASCP), CSAPA • GDK Global Consulting, LLC

This course provides supervisors with essential training to identify signs, symptoms, and performance indicators of drug and alcohol misuse, covering topics like reasonable cause, testing procedures, confidentiality, reasons for testing, and common drugs of abuse. It is applicable to both DOT and non-DOT settings and meets the specific training requirements for FMCSA, FAA, FTA, FRA, and PHMSA. The comprehensive curriculum equips supervisors to determine reasonable suspicion for testing, ensuring they can maintain a safe and compliant workplace.

SAPAA Member: $175 • Non-Member: $225

Dennis Kerns has more than 28 years of experience in a medical laboratory environment. He received a Bachelor of Technology degree from the Oregon Institute of Technology, and has his Medical Technologist MT(ASCP) certification from the American Society of Clinical Pathology. Dennis is the current Training Institute Committee Co-Chair and a past president of the Substance Abuse Program Administrators Association and previously served as a Commissioner for the Certification Commission for Drug and Alcohol Program Professionals. Dennis' experience includes some time spent in Canada—first in 1996 to initiate a partnership with a Canadian group to form CannAmm, and then again in 2005 to take on full-time employment at CannAmm.

G3: Proper Vetting of Collectors

Mary Hines, CSAPA • SimplePath
Trish McCoy • Quick Trax, LLC

This course provides comprehensive guidelines for thoroughly vetting specimen collectors to maintain the highest standards of integrity and compliance for your organization. Collectors are the most important—and weakest—link in the process. Learn how to effectively assess and verify the qualifications and training of collectors, even those who received training before their employment with you. This course covers each critical step to ensure all your collectors will meet your organization's specific needs and industry regulations that the public relies upon to remain safe. Enhance your hiring process to ensure you onboard only the most competent and reliable professionals to ensure your long-term success!

SAPAA Member: $175 • Non-Member: $225

Mary Hines has worked in the drug and alcohol testing field since the Drug Free Workplace Act was passed in 1988 and is a CSAPA. She was instrumental in training and setting up collection sites to help clients comply with 49 CFR Part 40, which outlined the requirements for a compliant DOT drug testing program. Mary is currently the owner of SimplePath, providing drug and alcohol program consultation, and is a Master Distributor trainer for Lifeloc Technologies who manufactures alcohol testing equipment. She currently serves on the CCDAPP (Certification Commission for Drug and Alcohol Program Professionals) as a commissioner. Mary is a co-inventor of the OraSecure oral fluids collection device in partnership with Omega Laboratories. Mary also served as a Past President of SAPAA and Past Board member. She currently serves as a trainer for SAPAA.

Trish McCoy is the owner of Quick Trax, LLC, and co-inventor of the OraSecure oral fluids collection device in partnership with Omega Laboratories, Inc. She is a Lifeloc Technologies Master Trainer with nearly 20 years experience in the instruction/certification of DOT Collection Personnel and Breath Alcohol Technicians, She is a trainer for SAPAA and provides DOT Supervisor Reasonable Suspicion and Employee Training, and consultation for new Collection Sites.

REGISTER TODAY! Training Institute registration fees will increase after September 1, 2024.

Conference Events

Monday, October 7, 2024

4:00–5:30 p.m.

Collaborate Think Tank Discussions for DERs, TPAs, and Collectors/BATs

Guided by experienced facilitators, SAPAA's *Collaborate* Think Tank sessions are designed for active participation and problem-solving. Participants dive into pressing challenges and deliberate on pivotal issues and concerns. These sessions foster the generation of innovative best practice solutions. Join us to be part of a transformative experience in addressing key industry challenges.

5:45–6:15 p.m.

Certification Commission for Drug and Alcohol Program Professionals (CCDAPP) Information Session: Who, What, Why and How to Get Certified

This session will outline the path to achieving the coveted CSAPA or CDAPA certification. CCDAPP Commissioners will discuss the Commission's purpose and provide answers to frequently asked questions. Participants will earn a voucher for reduced exam fees that can be used when they are ready to take the plunge and boost their career credentials!

6:30–7:00 p.m.

First-Time Attendee Orientation

Join SAPAA leadership for a friendly and informative orientation! We'll introduce you to the conference layout and help you get to know other first-time attendees. It's a great chance to network and make connections, ensuring you feel right at home. Plus, you'll pick up valuable insights and tips to make the most of your conference experience, setting you up for a successful and enriching time with us. We can't wait to meet you!

7:00–9:00 p.m.

Welcome Dinner Reception with Exhibitors

Kick off the conference with a fun and welcoming evening at our Welcome Dinner Reception! Enjoy delicious food and lively music as we celebrate our theme, "Lone Star Learning: Two-Steppin' into Success, SAPAA Style." This is a great chance to mingle with fellow attendees, explore the latest innovations and services from our fantastic exhibitors, and engage with industry experts. Discover new ideas and gain insights to boost your professional journey. Each exhibit booth offers unique opportunities to learn about cutting-edge technology, best practices, and emerging trends in substance abuse program administration. Join us for an evening of engaging conversations, networking, and discovery. It's the perfect way to start a memorable and informative conference.

Conference Events

Tuesday, October 8, 2024

8:15–9:15 a.m.

Breakfast Buffet

Start your day with our delicious hot breakfast buffet, featuring a variety of freshly prepared options to fuel you for the day ahead. If you have any food restrictions, let us know about them when you register!

9:15–9:30 a.m.

Welcome from 2023–2024 SAPAA President

Brennen Portalski, CSAPA • ASAP Drug Solutions, Inc.

Kick off our conference with a welcome from our President, who will set the stage for an exciting couple of days of learning, networking, and fun!

Brennen Portalski has served on SAPAA's Board of Directors since 2018 and is currently President for the 2023-2024 term. With over a decade of experience in various roles within the drug and alcohol testing and occupational health industry, Brennen focuses on streamlining operations, process improvement, and educating clients on implementing effective drug-free workplace programs. In his current role as Director of Clinic Operations, Brennen oversees clinical and administrative teams across multiple locations, ensuring efficient service delivery through data-driven decision-making and team development. Brennen earned his CSAPA in 2014 and remains dedicated to providing training and educational resources to advance both the drug and alcohol testing industry and SAPAA.

9:30–10:30 a.m.

Mindset Mayhem: Rising Above the Challenges

Kathy Tuccaro • Women Road Warriors

This session will streamline the importance of seeing the potholes on the road of life and learning to navigate the road to better avoid and rise above them. We all have roadblocks that seem to want to stop us from getting anywhere. What do you do when you stumble across a rock in the road so big that it takes up both lanes? What are your immediate thoughts? To swear? Get Frustrated? Turn and leave?

Learn how to change your thinking pattern to flip that switch in your brain and knock that load off your path. There is no pothole big enough to stop your trailblazing once you've changed your approach to the problem. Kathy will use her personal story of overcoming a lifetime of trauma and abuse, alcoholism, and homelessness to now driving the largest mining equipment in the world, to demonstrate to you the power of positive thinking.

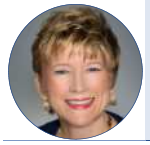
Kathy Tuccaro's personal story of rising from the depths of despair, homelessness, and alcoholism to driving the biggest truck in the world shows that anyone, anywhere, and at any time can change their circumstances. In addition to being an author, motivational speaker, and philanthropist, she is a two-time award-winning ambassador for women and a heavy equipment operator of a 400-ton 797F Caterpillar Mining Truck along with the largest grader, dozer, and water truck in the world. She's a dynamic co-host for an award-winning positive change podcast, "Women Road Warriors Talk Show." Her direct experience with violence, trauma, and sexual abuse has given her much compassion, understanding, and wisdom for those wishing to take that important next step in changing their destiny.

10:45–11:45 a.m.

Legal Issues in Drug Testing

Faye Caldwell, J.D., M.B.A. • Caldwell Everson PLLC

The presentation will provide recent legal updates on drugs of abuse and testing. Topics include historical and changing viewpoints on illegal drugs and safety and illegality in the workplace, the status of federal and state initiatives (including for cannabis), and employment protections for cannabis use, with a focus on impairment. This presentation will also provide practical advice in light of the changing laws and legal landscape in regulated and non-regulated programs and how to minimize legal risk.



Faye Caldwell is the founding partner at Caldwell Everson in Houston, Texas. Faye represents clients across the drug testing industry in litigation and contested proceedings, including collectors, employers, MROs, TPAs, and laboratories. Faye focuses her practice on practical advice and solution-based defense of drug testing industry clients in litigation and regulatory matters. She also routinely counsels clients regarding compliance and drug testing industry best practices to mitigate risks and avoid litigation. She has worked extensively in matters involving SAMHSA, DOT, and state law substance abuse testing and is a former member of the Drug Testing Advisory Board.

Latest USCG News and Developments

Patrick Mannion • USCG

This session will provide an overview of the latest updates and developments from the U.S. Coast Guard.

Patrick Mannion is the Drug and Alcohol Program Manager for the USCG.

Conference Events

Tuesday, October 8, 2024

11:45 a.m.–1:15 p.m.

Luncheon
Enjoy a delicious buffet lunch while networking with peers. This break provides a perfect opportunity to exchange ideas, build valuable connections, and relax in a friendly atmosphere.

SAPAA Annual Membership Meeting
All registrants are invited to join us for a recap of the Association's activities and to recognize the invaluable contributions of our dedicated members. We look forward to celebrating your commitment and support throughout the year.

CCDAPP Presentation of Sue Clark Award for Excellence
The Certification Commission for Drug and Alcohol Program Professionals proudly presents their 2024 Sue Clark Award for Excellence. This prestigious award will be given to an individual recognized for outstanding contributions to the drug and alcohol testing industry, demonstrating exemplary leadership, integrity, and high ethical standards. It honors those who have advanced drug-free workplaces and fostered the professional development of future leaders in the field.

1:15–2:45 p.m.

Dessert Break with Exhibitors
Savor delectable desserts while discovering innovative products and services from top industry vendors. This is a prime opportunity to network, uncover new solutions, and enjoy a relaxed atmosphere with sweet delights.

2:45–3:45 p.m.

Latest FMCSA News and Developments
Presenter(s) TBA · FMCSA

This session will provide an overview of the latest updates and developments from the Federal Motor Carrier Safety Administration.

Representatives from the FMSCA Drug and Alcohol Programs Division will be in attendance.

4:00–5:00 p.m.

Addiction Is Addiction, or Is It? New Avenues for Identifying When a "Hidden" Problem May be Lurking
Johnny Rogers · Nuclear Energy Institute

Nadine Wentzell, BSc(Pharm), PhC, MAdEd · Nadine Wentzell Consulting, Inc.

Addiction comes in many forms. In contrast to substance addiction, the concept of process addiction is not well known or understood. Process addictions are more prevalent than realized and growing in complexity and severity. The co-occurrence of substance and process addictions is more common than realized. Process addiction is often the first and best indicator of an underlying substance use concern. Learn how awareness of a generally under-recognized and "hidden" addiction can enhance the effectiveness of your workplace Drug and Alcohol Program.

Johnny Rogers is a well-known and respected speaker who has been an integral part of SAPAA conferences for many years. He brings a wealth and depth of knowledge and expertise to any session on substance and process additions. He is passionate about education and sharing his expertise to improve our knowledge and support us in taking action to mitigate the health and safety risks associated with the multi-faceted world of addictions.

As a Workplace Drug, Alcohol, and Cannabis Consultant, and pharmacist, Nadine Wentzell has decades of experience helping employers manage substance use that impacts workplace health and safety. She has been a member of SAPAA for many years, as well as industry associations in Canada, the US, and internationally. Nadine has been an invited speaker at local, regional, national, and international conferences on topics related to workplace substance use, drug testing, and case and program management. She is a member of several Boards, and most recently has been appointed Chair of the International Association of Medical Review Officers (IAMRO).

Conference Events

Tuesday, October 8, 2024

Creating Effective Policy for Employee Wellness Programs

Adam Winokur · ABW Compliance

Last year, businesses faced a staggering $246 billion loss due to absenteeism, turnover, escalating medical expenses, diminished work quality, and workplace theft. We will address best practices to incorporate substance abuse testing into broader employee wellness initiatives. Perhaps more importantly, we will talk about tips and policies businesses can implement to create robust employee wellness policies from the outset, ensuring a proactive approach to cultivating a supportive work environment. Our discussion will extend beyond compliance to embrace strategies that foster employee engagement, mental health, and physical well-being. This comprehensive approach not only addresses the immediate concerns associated with substance abuse but also lays the foundation for a resilient, thriving workplace culture.

Adam Winokur, Founder and CEO of ABW Compliance, has more than 20 years' experience in compliance, workplace safety and employee wellness policies, including actively managed DOT regulated compliance programs since 2008. He has worked with many industry leaders and government agencies in Drug Testing, Backgrounds, ADA Compliance, and Fingerprinting. ABW Compliance also provides consultation services for employee wellness and workplace safety policies. ABW Compliance is dedicated to furthering its mission of enhancing workplace safety and wellness through expert consultation and tailored compliance solutions.

4:00–5:00 p.m.

What Employers Are Saying About Drug Testing: The Results of Current Consulting Group's 2024 Employer Drug Testing Survey

Bill Current · Current Consulting Group

Jackie Pirone · OraSure Technologies

The Current Consulting Group (CCG) has been providing the drug testing industry with insights into employer and industry trends in the drug and alcohol testing world for more than two decades, thanks to a comprehensive suite of annual surveys. These surveys include information on employer drug testing practices, market growth, and predictions for the future. Join Bill Current, President and Founder of the Current Consulting Group, as he takes participants through the results of Current's 2024 Employer Drug Testing Survey and identifies critical developments in drug testing that all employers and TPAs must be aware of.

Bill Current founded the Current Consulting Group in 1998 and it has become the number one recognized brand name in state-law and federal regulation compliance and marketing consulting in the drug testing industry. He created Current Compliance, the most up-to-date and comprehensive on-line database service on all state laws related to workplace drug testing, including marijuana and workers' compensation laws.

Jackie Pirone is the Senior Director for OraSure Technologies' Risk Assessment division. She has almost 30 years of experience in the drug testing industry, working at OraSure for the past 14 years and with Roche Diagnostics Corporation for 15 years prior to joining OraSure. Jackie is responsible for the global direction, as well as the financial and market growth of the drugs of abuse and risk assessment product lines.

Wednesday, October 9, 2024

8:15–9:15 a.m.

Breakfast with Exhibitors

Enjoy breakfast in the Expo Hall and connect with our exhibitors while exploring the latest innovations and services in the industry. We'll also be announcing the winners of our conference and exhibitor giveaways. You must be present to win some items, so be sure you're there!

9:20–9:30 a.m.

Welcome from 2024–2025 SAPAA President

Charles Sullivan · Quest Diagnostics, Inc.

Start day two of the conference with a welcome from our new President, who will share some thoughts and pave the way for an exciting day ahead!

Charlie Sullivan is Sr. Director of Employer Sales for the Workforce Health Solutions business at Quest Diagnostics. Charlie has been with Quest since 1995 in varying roles working with employers to find health and safety solutions for their workforce. Charlie has served on the SAPAA Board of Directors since 2021 and volunteers for several agencies supporting child welfare.

Conference Events

Wednesday, October 9, 2024

9:30–10:30 a.m.

One Size Doesn't Fit All: A Look at Modern Recovery in the Workplace

Ruth Bowdish, MS, LICDC, CEAP, SAP • On Demand Occupational Medicine

Workplaces across America are facing the harsh reality of increased drug and alcohol use on the job. This, coupled with decreases in employee retention, is creating strains in organizations and businesses across the country. Many companies are looking at ways to create safer work environments but still be attractive to prospective employees. What can these employers do when faced with positive drug/alcohol screens or use on the job? By offering employees a chance to get help, they can increase retention and support for their staff, which creates longer-lasting employee relationships. This presentation will look at the assessment process after an infraction of the drug and alcohol policy. We will look at the disease model of addiction and the subsequent levels of care according to The ASAM Criteria. Addiction isn't a one-size-fits-all disease, and each individual needs to be placed at an appropriate level of care for the best possible chance for success.

As the Managing Director for On Demand Occupational Medicine, Ruth Bowdish brings a wealth of knowledge and experience to all she does. A published author, licensed counselor, and successful life coach, she is a sought-after expert by media outlets and leaders alike. Her two decades of leadership experience and dedication to occupational health and safety make her an invaluable asset to any team. Ruth is a passionate advocate for mental health and addiction recovery, combining her graduate degree in psychology with multiple certifications in employee assistance and substance abuse counseling. As a respected member of the Advisory Board for Ashland University's Women in Leadership Program, Ruth is dedicated to breaking down barriers and empowering others to reach their full potential. Renowned for her expertise in workplace safety and corporate success, Ruth has captivated audiences across the country with her dynamic speaking engagements.

10:45–11:45 a.m.

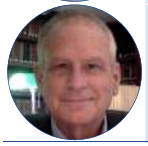
The Changing Legal Landscape of Cannabis in the Workplace—What Employers Need to Know!

Nick Hartman • Drug Screening Compliance Institute

Bill Judge, J.D., LL.M. • Drug Screening Compliance Institute

Cannabis legalization is sweeping across the U.S. Nearly every state allows some form of legal cannabis use - no employer can escape the impacts of these legal changes. New terms found in the language of these laws are greatly impacting workplace drug screening programs. Join us to understand better how to navigate the "new normal" with employment cannabis testing.

Nick Hartman is an Accredited Drug Screening Industry Consultant, advisor, subject matter expert, professional researcher, trainer, and speaker who has built, implemented, and managed drug-free workplace programs for thousands of employers across the U.S. and abroad for over 17 years.



Bill Judge is an attorney with over 37 years of experience in the workplace drug and alcohol testing industry. He has been involved in many workplace drug testing court cases at all levels. He is an award-winning subject matter expert who has written and edited numerous articles and publications. Bill regularly shares his industry expertise and thought leadership at local, regional, and national speaking events.

CRL's Testing Experience for Fentanyl in Urine and Oral Fluids

David Kuntz, Ph.D. • Clinical Reference Laboratory

CRL will present the last two years of data regarding the testing for fentanyl and norfentanyl in urine and oral fluids. The data will be broken down into positivity rates, Reason for Test, and combinations with other drugs of abuse. There are differences in the testing rates and even primary analyte between urine and oral fluids. A short history of opioid abuse will precede the data presentation.

David Kuntz, PhD, is the Executive Director for Analytical Toxicology at Clinical Reference Laboratory in Lenexa, Kansas. Dr. Kuntz is the College of American Pathologists (CAP) forensic drug testing Scientific Director and holds a laboratory director license in a number of states. Dr. Kuntz is a Board Certified Toxicologist and is a national expert in urine adulteration and drug detection in urine, oral fluid, hair, and sweat using GC/MS and LC-MS/MS. Dr. Kuntz has worked in workplace drug testing for the past 35 years and has testified extensively regarding drug use, interpretation, and adulteration of urine, oral fluid and sweat samples. The primary research focus the last five years has been in the development of testing panels for new emerging drugs in urine and oral fluids. Most recently, Dr. Kuntz has been providing analytical support for federal studies with marijuana and CBD in blood, oral fluids, and urine.

Conference Events

Wednesday, October 9, 2024

10:45–11:45 a.m.

Latest FTA News and Developments

Toni Henry-Clay • FTA

This session will provide an overview of the latest updates and developments from the Federal Transit Administration.

Toni Henry-Clay has more than 20 years ensuring DOT compliance. She is a DOT qualified collector, Breath Alcohol Technician (BAT), and a certified Medical Review Officer Assistant (MRO-A). After 11 years conducting FTA drug and alcohol compliance audits, Toni has recently taken a position as FTA Drug and Alcohol Program Manager.

11:45 a.m.–1:00 p.m.

Luncheon

Join us for our final conference luncheon, the perfect opportunity to enjoy a delicious meal while making final connections with fellow attendees. We'll also be announcing the winners of our trivia game!

DOT Program Update

Bohdan Baczara • ODAPC

This session will provide an overview of the latest 49 CFR Part 40 updates from the U.S. Department of Transportation's Office of Drug & Alcohol Policy & Compliance.

Bohdan Baczara is the Deputy Director for the Office of Drug and Alcohol Policy and Compliance (ODAPC) in the Office of the Secretary of the U.S. Department of Transportation (DOT), and has been with ODAPC since 2004. Before joining ODAPC, Bohdan served as the Drug and Alcohol Program Manager for the National Railroad Passenger Corporation (Amtrak), and was a Compliance Officer for a national third party administrator prior to that.

1:00–2:00 p.m.

Mary Jane Bud and Suzie Q are Back! Collecting Oral Fluid—What Could Possibly Go Wrong?

Mary Hines, CSAPA • SimplePath

Linda Richardson, CSAPA, C-SI • Advanced Compliance Group

Mary Jane Bud and Suzie Q are back! This time they are demonstrating collections using oral fluid as the specimen of choice. Performed using a skit format, this presentation will highlight potential issues facing collectors when collecting oral fluid for drug testing. The presenters will make it fun, informative and interactive for the audience by using the familiar characters of Mary Jane Bud as the donor, and Suzie Q as the collector. The skit will be freeze framed at various stages to allow the audience to answer poll questions They will be given multiple choice answers and be asked to select the correct one.

Linda Richardson is a drug and alcohol testing industry consultant with expertise in workplace and DOT regulatory compliance, with a special emphasis on training and education. She has been a Certified Substance Abuse Program Administrator (CSAPA) since the early 2000s. She is a nationally recognized expert in the areas of federal drug testing regulations, testing procedures, and drug and alcohol abuse awareness training for employees and managers, and regularly presents at conferences and on webinars. She also served as a Designated Employer Representative (DER) for 6 years in the energy sector. In her role as a consultant, she regularly performs program audits and collection site inspections on behalf of employers. She served on the SAPAA Board of Directors a total of 12 years since the late 1990's and as SAPAA's President from 2012 to 2013. Linda is a current SAPAA and NDASA member.

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Interventions at Work

Priscilla Franken • ADC Services

When discussing problem drug use and addictions we often focus on causes. Is it disease or is it addiction rooted in behavioral-psycho-social factors? What if we focus more on what helps persons recover and stay drug free and employed? Rather than debate disease caused or other factors, presenter urges us to focus on what helps persons recover and stay employed. Employer training could be more effective (EAP, recognize suspicion of use events before an accident). NIDA research, Stanford University Addiction studies will be referenced but not boring.

Priscilla Franken has worked as a counselor-case manager for a residential-outpatient treatment center funded by a NIDA grant, fostering her interest in research on recovery. She has also served as a vocational developer and expert witness for attorneys in workers' compensation cases. In 1989, Priscilla joined a health care organization to develop occupational health services, which evolved into a sixteen-county business health network offering injury care, OSHA screenings, employment exams, and drug and alcohol tests. All lab personnel had to complete proficiency training for administering tests. In 2002, she founded ADC Services, a Consortium Third Party Administrator and training firm for regulated employers across the Midwest. Priscilla holds a BA from the University of Northern Iowa and an MHA from Des Moines University. She joined SAPAA in 1999 and became the first in Iowa to achieve CSAPA in 2002.

Conference Events

Wednesday, October 9, 2024

1:00–2:00 p.m.

Clear Minds, Clear Work: Strategies for Supervisors in Addressing Psychedelic-Related Impairment

Chuck Marting • Impairment Detection Academy, LLC

In today's evolving landscape, supervisors face new challenges in maintaining a productive and safe work environment. The presentation, "Clear Minds, Clear Work," is a comprehensive guide designed to equip supervisors with the knowledge and strategies necessary to address psychedelic-related impairment in the workplace. Attendees will gain valuable insights into recognizing and identifying impairment resulting from psychedelic substances. With the growing acceptance and use of psychedelics, it becomes imperative for supervisors to be well-versed in the signs and symptoms of impairment to ensure the well-being of their teams and the overall success of the organization.

Chuck Marting is a Speaker, Entrepreneur and Business Leadership Coach providing workplace safety solutions for employers and business owners. Chuck retired after 19 years in law enforcement to pursue his dream of entrepreneurship. While in Law Enforcement, Chuck served as a Drug Recognition Expert (DRE) and specialized in DUI, Drug Impairment and Drugs of Abuse trends for 17 years. Chuck and his wife Stacy own Colorado Mobile Drug Testing LLC, Focused Compliance Group and Impairment Detection Academy. Chuck's passion is in training and consulting business leaders and supervisors in recognizing and identifying drug impairment in the workplace, helping these business leaders and entrepreneurs increase their confidence, clarity, and purpose.

2:15–3:15 p.m.

Will Oral Fluid Testing Become the Dominant Drug Testing Method?

Bill Current • Current Consulting Group
Brian Feeley • Current Consulting Group
Jeff Heimburger • Buzzkill Labs
Doug Meiser • eMed Screen
Casey Michalik • Premier Biotech
Jackie Pirone • OraSure Technologies

Some people have referred to oral fluid testing as the "ultimate" emerging technology. Though it has been around for more than two decades, it has become the fastest growing drug testing method thanks in part to new DOT regulations. But many providers and employers are unaware or unable to explain the attributes of oral fluid testing that make it unique from other testing methods and an ideal match for cultural and legal trends sweeping the country. Join Bill Current, founder of the Current Consulting Group, as he facilitates a discussion on oral fluid testing that features a panel of some of the industry's most knowledgeable experts. They will explore the technical and practical aspects of screening applicants and employees for drugs while solving many of the problems employers grapple with using traditional drug testing methods.

Bill Current founded the Current Consulting Group in 1998 and it has become the number one recognized brand name in state-law and federal regulation compliance and marketing consulting in the drug testing industry. He created Current Compliance, the most up-to-date and comprehensive on-line database service on all state laws related to workplace drug testing, including marijuana and workers' compensation laws.

Brian Feeley is Vice President at Current Consulting Group, working to expand products and services, sales and marketing, and assist with business development activities. Brian has more than 40 years of experience in the diagnostics industry working in business development, sales and marketing, and technical capacities. He is named as an inventor on four patents in the diagnostics field and is an author in numerous publications. He is considered an expert in the science, sales, and marketing of oral fluid drug testing and helps educate and train laboratories, TPAs, and end users on the benefits of oral fluid specimens in substance abuse testing programs.

Jeff Heimburger is CEO of Buzzkill Labs, who has developed a testing platform that delivers fast, actionable and cost-effective results for detecting workday use of THC, the psychoactive parent compound in marijuana. Previously Jeff led commercial organizations within market leaders such as Abbott, Roche, Agilent, and Focus Diagnostics, a Quest Diagnostics subsidiary. He also led sales and marketing teams for startups acquired by Thermo Fisher and Danaher in the forensic and diagnostic markets. Jeff has successfully launched dozens of products worldwide for the largest global molecular diagnostics businesses and for upstart innovators.

Doug Meiser is Senior Vice President of Drug Screening at eMed Screen and brings more than 35 years of sales, product, and commercial marketing experience to the eMed Screen team. Prior to joining eMed, he held a variety of sales leadership roles at Quest Diagnostics for over 3 decades, leading growth for their broad array of products and services. His longest tenured role at Quest was nearly 20 years leading their employer services channel offering drug and alcohol screening as well as corporate wellness testing to employers.

Casey Michalik is the Chief Experience Officer for Premier Biotech.

Jackie Pirone is the Senior Director for OraSure Technologies' Risk Assessment division. She has almost 30 years of experience in the drug testing industry, working at OraSure for the past 14 years and with Roche Diagnostics Corporation for 15 years prior to joining OraSure. Jackie is responsible for the global direction, as well as the financial and market growth of the drugs of abuse and risk assessment product lines.

Conference Events

Wednesday, October 9, 2024

2:15–3:15 p.m.

Impairment Crisis: How Substance Use Impacts the Safety-Sensitive Industry

Nicole Hanratty, CEAP, SAP, SAE, C-DERT · American Substance Abuse Professionals
Sandra Serrano · American Substance Abuse Professionals

As substance use is on the rise and use of all legal and illegal substances normalizes, workplaces are being impacted with more and more reasonable suspicion and post-accident incidents. Addressing the substance use crisis in safety-sensitive industries requires a multifaceted approach that includes prevention, education, testing, and support. Discover the importance of second chance programs, and how a high magnitude reinforcer and long-term support motivates employees to stay on track after completing the process and re-entering the workforce. Take a journey through 2023 statistics, learn about the impact of medical marijuana in today's workforce, managing reasonable suspicion events, and recent developments in testing methods that impact the future of safety-sensitive regulations.

Nicole Hanratty is the COO for American Substance Abuse Professionals (ASAP). Nicole started at ASAP in 2003 after receiving her Master's in counseling and holds her Certified Employee Assistance Professional (CEAP) certification. Nicole started with ASAP as the Clinical Manager of Provider Relations and now leads all ASAP Clinical and Operations staff. She is a DOT qualified Substance Abuse Professional (SAP), NRC qualified Substance Abuse Expert (SAE) and Certified Designated Employee Representative Trainer (C-DERT.) Nicole frequently presents at industry events such as; EAPA Chesapeake Chapter, Cape Cod Symposium on Addictive Disorders, Employee Assistance Professionals Association (EAPA) and Substance Abuse Program Administrators (SAPAA). Since 2016, Nicole has served as the Secretary of the EAPA Chesapeake Chapter. She specializes in DOT regulations working in the industry supporting Employers and SAPs on compliance and regulatory guidance.

Sandra Serrano, Chief Development Officer, started at ASAP in 2013. She brings over 25 years of customer service and account management experience and over 20 years of experience in substance risk management, testing program management, and software and product development. She is an active member of the Substance Abuse Program Administrators Association (SAPAA), Nuclear Energy Institute (NEI), and National Drug & Alcohol Screening Association (NDASA), staying abreast of industry changes. She was Past President for SAPAA during 2020-2021 and has served on the SAPAA Board of Directors since 2016 and is currently the co-chair of the Conference Committee.

Latest FRA News and Developments

Jerry Powers · FRA

This session will provide an overview of the latest updates and developments from the Federal Railroad Administration.

Jerry Powers is the Drug & Alcohol Program Manager at the Federal Railroad Administration. He joined the FRA in 2013 after serving as the Drug and Alcohol Testing Program Manager at the Federal Transit Administration for nine years. At FTA, Jerry also acted as the Director of Safety & Security, helping to advance safety authority in the transit industry. At FRA, he manages all aspects of the drug and alcohol testing program, including expanding testing to track workers and mechanical employees, and enhancing audit processes with new technologies. Jerry holds a BA in Mathematics from Northeastern University and has extensive experience from his 16 years at the DOT's Volpe Center.

3:30–4:30 p.m.

Trends in Drug Testing All Point to Oral Fluid

John Toma · OraSure Technologies

The vast majority of the United States now has some form of legal cannabis, and employers are increasingly faced with laws favoring employee rights over workplace safety. States such as Washington and California are distancing themselves from "traditional" testing methods, and employers are left wondering if they can still test for cannabis, and how they can do so in a legally compliant way. It is more important than ever before to be knowledgeable about testing specimens that detect only recent use while ensuring safe workplaces. In this presentation, speakers will discuss industry trends leading to the prevalent use of oral fluids. We will cover oral fluid and state cannabis testing laws, DOT's recent addition of oral fluids, and more, and will feature results of recent surveys pertaining to oral fluid. The presenter will use engaging visuals to inform attendees of recent changes in the world of drug testing and will ask and solicit questions throughout the presentation.

With over 18 years of unwavering commitment to the drug and alcohol testing industry, John has led transformative initiatives across diverse verticals to support agencies in workplace, state and federal government, including DOD, DOT, US Courts, Probation & Parole, and US prison systems. John has also consulted and supported agencies with essential frontline workers, enabling them to continue their vital service to the community during the pandemic. John has conducted nationwide training programs for various agencies and professionals, equipping them with tools to identify drug abuse and implement industry-leading risk mitigation practices. John currently supports OraSure Technologies' channel partners, helping them grow their business and promoting OraSure's Risk Assessment division. He is passionate about the substance abuse industry and takes pride in helping clients make a difference in people's lives.

Latest FAA News and Developments

Chet Stevenson · FAA

This session will provide an overview of the latest updates and developments from the Federal Aviation Administration.

Chet Stevenson is the Manager of the Central Compliance and Enforcement Center in Ft. Worth, TX for the FAA.

Terms & Conditions

CANCELLATIONS AND REFUNDS: Requests for cancellation received in writing (e-mail is acceptable) before 9/6/24 will be granted to the original payment method used, less a $50 administrative fee. Generally, no refunds will be made after that time; however, an organization may transfer a registration to another representative without penalty by contacting SAPAA in writing and providing the new representative's name. Transfers of registration may only be granted for the same conference—carry over to a later year is not permitted. Please contact SAPAA at 1-800-672-7229 before registering if you have any questions.

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Send completed form to info@sapaa.com
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One registration per form, please.

Registration Form

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Full Name (include any credentials you'd like on badge): _____

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Is this your first SAPAA Conference? ❑ Yes ❑ No

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❑ **Non-Member ($595)**

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❑ DER Think Tank Session

❑ TPA Think Tank Session

❑ Collectors/BATs Think Tank Session

❑ CCDAPP Info Session

❑ Attendee Orientation

Breakout Session Choices

❑ Legal Issues in Drug Testing

❑ Latest USCG News and Developments

❑ Addiction Is Addiction, or Is It?

❑ Creating Effective Policy for Employee Wellness Programs

❑ What Employers Are Saying About Drug Testing

❑ The Changing Legal Landscape of Cannabis in the Workplace

❑ CRL's Testing Experience for Fentanyl in Urine and Oral Fluids

❑ Latest FTA News and Developments

❑ Collecting Oral Fluid—What Could Possibly Go Wrong?

❑ Interventions at Work

❑ Clear Minds, Clear Work

❑ Will Oral Fluid Testing Become the Dominant Drug Testing Method?

❑ Impairment Crisis: How Substance Use Impacts...

❑ Latest FRA News & Developments

❑ Trends in Drug Testing All Point to Oral Fluid

❑ Latest FAA News & Developments

Total Fees—General Session: $ _____

Total Fees—Training Institute: $ _____

Total Amount Due: $ _____

Training Institute Registration

Registration Fees: (SAPAA Member/Non-Member)

❑ A1: Urine Specimen Collector Intensive Training ($345/$395)

❑ B1: Oral Fluid Testing: From Regulations to Implementation ($175/$225)

❑ B2: Comprehensive Audit Readiness ($175/$225)

❑ C1: Drug and Alcohol Industry Training Course ($495/$595)

❑ D1: Legal Concerns for DERs/TPAs ($345/$415)

❑ D2: Maximize Your Drug Testing Program($175/$225)

❑ E1: The Drugs We Test For ($175/$225)

❑ E2: Demystifying DOT Testing ($175/$225)

❑ E3: Facing Compliance Challenges as a DER ($175/$225)

❑ E4: Collections—It's Not Just Collecting! ($175/$225)

❑ F1: Starting and Expanding Your Drug Testing Business ($245/$295)

❑ F2: Strategies for Building Your Drug Testing Program ($175/$225)

❑ F3: Workplace Substance Testing ($345/$415)

❑ F4: FMCSA for Beginners ($175/$225)

❑ G1: Employer Impacts of DEA Rescheduling Cannabis ($345/$415)

❑ G2: Reasonable Suspicion Testing ($175/$225)

❑ G3: Proper Vetting of Collectors ($175/$225)

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