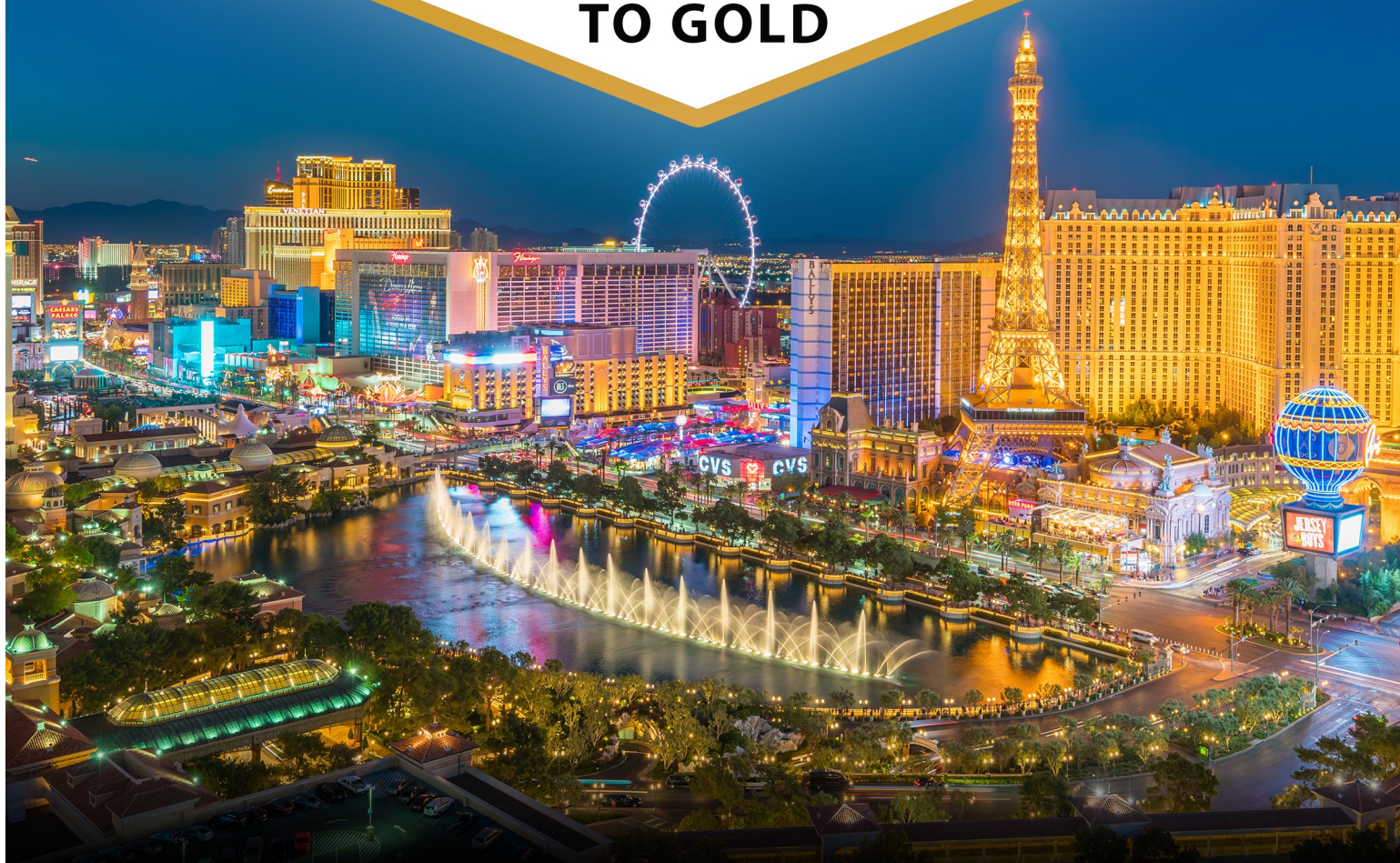




Going All In

Transforming Your Program
TO GOLD



SUBSTANCE ABUSE PROGRAM ADMINISTRATORS ASSOCIATION ANNUAL CONFERENCE

AUGUST 22–25, 2017 | HENDERSON, NV

PLATINUM LEVEL SPONSORS





Join us in August!

SAPAA's Board of Directors extends you a special invitation to attend our 2017 Annual Conference. This year marks SAPAA's 25th anniversary, and our Conference Committee has selected a special theme that highlights this occasion as well as our host location—exciting Las Vegas!



The goal of this event continues to be serving our members by providing high quality educational content and networking opportunities, and this year is sure to please. New for this conference, the General Session schedule offers a few concurrent presentations to allow attendees to customize their learning experience to best suit their needs. SAPAA's Training Institute also provides intensive training opportunities on topics especially timely to our industry.

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Director

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Bio-Med Testing Service, Inc.

Schedule At-A-Glance



All of SAPAA's educational sessions are pending CEU approval from the Certification Commission for Drug and Alcohol Program Professionals (CCDAPP). If you hold a license or certification through a different organization, please contact SAPAA prior to registering to determine if CEU credit may be applicable.

Tuesday, August 22, 2017

8:00 a.m.–5:00 p.m.	A1: Drug and Alcohol Industry Training Course
8:00–10:00 a.m.	B1: Standing Firm: Marijuana in the Workplace Solutions
	B2: Drug and Alcohol Audit... What You Don't Know Can Cost You
	B3: The FAA Is Coming—How to Prepare
	B4: Owner Specific or Regulated Contractor Monitoring: What Does It Mean?
10:00 a.m.–12:00 p.m.	C1: FMCSA Clearinghouse Regulations: Five Ways They Impact Your Fleet Now
	C2: Do You Know What Your SAP Is Supposed To Do?
	C3: Common Challenges and Advanced Solutions for DERs
	C4: Problem Specimens: Hands-On Identification of Synthetic/Adulterated Specimens and How to Handle Them
1:00–5:00 p.m.	D1: Collection Personnel Training Course Train-the-Trainer
1:00–3:00 p.m.	E1: Standing Firm: Workplace Solutions for Opiate Use and Abuse
	E2: Catching the Cheaters
	E3: Advanced Approaches in Alcohol Testing
3:00–5:00 p.m.	F1: Public Employee Drug Testing Litigation Landmines and How to Avoid Them
	F2: Third Party Administrator Best Practices
	F3: How to Successfully Prepare for Grievances and Arbitrations
5:00–6:00 p.m.	Bonus Session: Why Should I Be Certified by CCDAPP and How?
6:30–9:00 p.m.	Attendee Meet & Greet Reception

Wednesday, August 23, 2017

7:00–8:15 a.m.	Breakfast Buffet
	Welcome from 2016–2017 SAPAA President
8:15–9:15 a.m.	ODAPC Update
9:15–10:00 a.m.	Current Trends in Opioids: A Las Vegas Perspective
10:00–10:15 a.m.	Mid-Morning Break
10:15–11:00 a.m.	2017 Industry Survey
	USCG Update with Q & A

Concurrent Sessions



Schedule At A Glance

Wednesday, August 23, 2017 *(continued)*

11:00 a.m.–12:30 p.m.	Annual SAPAA Membership Meeting and Luncheon
12:30–12:45 p.m.	CCDAPP Presentation of Sue Clark Award for Excellence
12:45–1:45 p.m.	FMCSA Update with Q & A
1:45–2:30 p.m.	2017 Industry Survey FTA Update with Q & A <i>Concurrent Sessions</i>
2:30–2:45 p.m.	Afternoon Break
2:45–3:30 p.m.	Post-Accident Drug & Alcohol Testing: Has the OSHA Regulation Changed Things?
3:30–4:15 p.m.	What You Should Know About Pre-Employment Drug Screening
4:15–5:00 p.m.	eCCF Challenges: A Q & A Panel Discussion
5:30–8:00 p.m.	Reception with Exhibitors

Thursday, August 24, 2017

8:00–8:30 a.m.	Grab-N-Go Breakfast
8:30–9:30 a.m.	Exhibit Break and Prize Drawings Welcome from 2017–2018 SAPAA President
9:30–10:30 a.m.	Opioids in the Workplace... What's an Employer to Do?
10:30–10:45 a.m.	Mid-Morning Break
10:45–11:45 a.m.	FRA Update with Q & A Great Training Games to Play Featuring DER vs. TPA <i>Concurrent Sessions</i>
11:45 a.m.–1:00 p.m.	Luncheon
1:00–2:00 p.m.	FAA Update with Q & A Great Training Games to Play Featuring DER vs. TPA <i>Concurrent Sessions</i>
2:00–3:00 p.m.	The Workplace as a Treatment Catalyst PHMSA Update with Q & A <i>Concurrent Sessions</i>
3:00–4:00 p.m.	2017 Legal Update: Recent Legislative Developments Impacting Workplace Drug Testing
4:00–4:15 p.m.	Adjournment of Annual Conference

Schedule At-A-Glance



Friday, August 25, 2017

8:00 a.m.–12:00 p.m.

CSAPA Exam Administration

G1: Supervisor Train-the-Trainer (With a Twist!)

8:00 a.m.–10:00 a.m.

H1: Standing Firm: Marijuana in the Workplace Solutions

H2: Common Challenges and Advanced Solutions for DERs

H3: Third Party Administrators: A Collector's Perspective

10:00 a.m.–12:00 p.m.

J1: FMCSA Clearinghouse Regulations: Five Ways They Impact Your Fleet Now

J2: 219 MOW Compliance

J3: Third Party Administrator Best Practices

J4: Mergers & Acquisitions in the Drug Testing Industry

General Session Registration Fees

Registration fees for our Training Institute Courses vary, and additional details are available on pages 5–8 and 13–14.

The Conference General Session fees are as follows:

EARLY BIRD REGISTRATION RATES (Received before 7/14/17)

- SAPAA Member: \$495
- SAPAA Member—additional attendee*: \$395
- Non-Member: \$595
- Non-Member—additional attendee*: \$495
- Non-Industry Guest: \$125

REGULAR REGISTRATION RATES (Received after 7/14/17)

- SAPAA Member: \$550
- SAPAA Member—additional attendee*: \$495
- Non-Member: \$675
- Non-Member—additional attendee*: \$575
- Non-Industry Guest: \$195

ATTENTION NON-MEMBERS



Thinking of joining SAPAA? Now's a great time! If your organization hasn't been a member of SAPAA for at least 2 years, join at the time you register and receive the remainder of 2017 dues for FREE! **Your membership will expire 12/31/18.**

Go to www.sapaa.com or complete the application in this brochure.

*SAPAA offers a discount for organizations that register more than one attendee. Please be sure that another individual has already registered before selecting this rate.



Training Institute Courses

Tuesday, August 22, 2017

8:00 a.m.–5:00 p.m.

A1: Drug and Alcohol Industry Training Course

Jeff Sims, CSAPA, President • a'TEST Consultants, Inc.

This full-day course covers topics related to both regulated and non-regulated drug and alcohol testing. Discussion topics will include the history of workplace testing, specimen collection, laboratory procedures, the role of the Medical Review Officer and Substance Abuse Professional, alcohol testing, emerging technologies, and DOT modal differences. May be used as a study course or as review before taking the CSAPA exam.

\$495 SAPAA Members

\$595 Non-Members

8:00–10:00 a.m.

B1: Standing Firm: Marijuana in the Workplace Solutions

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP
C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

With the expansion of the number of medical and recreational marijuana states, businesses need basic employment law and MRO counsel on how to stand firm. Currently, 28 states and the District of Columbia have legalized medical marijuana use and eight states now allow for recreational use. This training will be a fast-paced walk through of the seven steps employers should take to stand firm and protect their workplaces from the adverse effects of marijuana use by employees.

\$295 SAPAA Members

\$395 Non-Members

B2: Drug and Alcohol Audit... What You Don't Know Can Cost You

Linda Richardson, CSAPA, C-SI, Drug Program Manager and DER • Basic Energy Services

Did you know...what you don't know can cost you when it comes to drug and alcohol compliance? This class will break down compliance into two components: third party activities and employer programs. We will look at everything from policy to training, and everything in between. Come prepared share your experiences! The information will be limited to drug and alcohol compliance issues and will not include additional items such as DQ files, log books, etc.

\$175 SAPAA Members

\$245 Non-Members

B3: The FAA Is Coming—How to Prepare

Julie Daugherty, CSAPA, Senior Manager, Drug Free Workplace • The Boeing Company

This session will be led by a DER with more than 20 years' experience, which includes more than 10 FAA inspections. Topics of the session will include pre-audit preparation, audit expectations, and post audit close out as well as sharing of audit checklists, recommendations, and sample forms.

\$175 SAPAA Members

\$245 Non-Members

B4: Owner Specific or Regulated Contractor Monitoring: What Does It Mean?

Mary Brown-Ybos, CSAPA, Senior Compliance Director • DISA Global Solutions, Inc.

As a DER, the road to complying with your MSA requirements with various owner drug and alcohol testing requirements is mind boggling. This course will lead you to an understanding of the many known third party audit firms, their requirements, and real life situations a DER experiences. Tools and tips will be provided in having a harmonious existence between auditing firms, C/TPA, DERs and the clients of the DERs will be provided through this interactive course.

Training Institute Courses

Tuesday, August 22, 2017



10:00 a.m.–12:00 p.m.

C1: FMCSA Clearinghouse Regulations: Five Ways They Impact Your Fleet Now

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP

C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

In December 2016, the U.S. Department of Transportation's Federal Motor Carrier Safety Administration issued its long-awaited Final Rule, effective January 6, 2017, establishing a drug and alcohol clearinghouse for holders of commercial driver's licenses. Transportation employers will be required to search the Clearinghouse to determine whether current or prospective employees have "unresolved violations of the federal drug and alcohol testing regulations that prohibit them from operating a commercial motor vehicle." Transportation employers and their medical review officers will also be required to report to the Clearinghouse any violations of the drug and alcohol testing regulations by their current or prospective employees. Clearinghouse regulation affects every transportation employer, holder of a commercial driver's license, and "service agent" (for example, C/TPAs, MROs, collectors, SAPs, labs). Although the database will not go live until January 2020, this course will cover the five things DOT employers need to know now.

\$295 SAPAA Members

\$395 Non-Members

C2: Do You Know What Your SAP Is Supposed To Do?

Linda Richardson, CSAPA, C-SI, Drug Program Manager and DER • Basic Energy Services

Do you know what is required of the employer under Subpart O in part 40? This class is designed to enlighten employers and C/TPAs of the duties required by the Substance Abuse Professional's (SAPs) in Part 40 regulations. For example, how much knowledge does your current SAP possess and do they maintain the proper credentials? Or, do you know what to do if a follow-up test is cancelled? Have you ever interviewed the SAPs used? This course will also take you through the process, and how to know when the process is deemed to have been completed.

\$175 SAPAA Members

\$245 Non-Members

C3: Common Challenges and Advanced Solutions for DERs

Julie Daugherty, CSAPA, Senior Manager, Drug Free Workplace • The Boeing Company

This session will be led by a DER with more than 20 years' experience with multiple modalities to discuss the people, places, and things that pose the most challenges for DERs. In addition to the presenter's information, participants will be encouraged to share their best practices and experiences or even suggest a round table topic they'd like to hear from others about.

\$175 SAPAA Members

\$245 Non-Members

C4: Problem Specimens: Hands-On Identification of Synthetic/Adulterated Specimens and How to Handle Them

Mary E. Hines, Owner • SimplePath

Trish McCoy, Owner • Quick Trax, LLC

Spotting a cheater by their appearance isn't easy, but collectors should be able to spot a fake or adulterated specimen when they see it. In this class—geared toward experienced collectors—we will be exploring in great detail how to tell fake urine from the real thing, and how to tell when someone has tampered with or adulterated their specimen. This will be a hands-on class, learning to identify the problem specimens, recognize common adulterants, the proper way to proceed, and how to accurately document it. Come ready to learn and share your knowledge.

\$175 SAPAA Members

\$245 Non-Members



Training Institute Courses

Tuesday, August 22, 2017

1:00–5:00 p.m.

D1: Collection Personnel Training Course Train-the-Trainer

Mary E. Hines, Owner • SimplePath

Participants will learn the proper and effective techniques for training collection personnel in the USDOT Urine Specimen Collection Guidelines. Attendees must complete the associated online training course (included in cost of workshop) and present their qualification certificate to the instructor at the beginning of class. A Certificate of Proficiency, good for 5 years, will be issued following the workshop. All training materials will be provided for each instructor who completes the course.

\$395 SAPAA Members

\$495 Non-Members

1:00–3:00 p.m.

E1: Standing Firm: Workplace Solutions for Opiate Use and Abuse

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP

C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

Impairing effect prescription medication use and abuse in the workplace is rampant, per a July 2014 CDC report. Medications can affect an employee's ability to make decisions, exercise good judgment, and operate equipment, and employers may have a legitimate interest in addressing the use of prescription and over-the-counter medications in their drug-free workplace policy and safety risk reduction program. There is a right and wrong way for employers who institute drug free workplace programs to fulfill their duty to provide a safe workplace, reduce accidents, be respectful of employees' privacy, and not run afoul of the ADA and Rehabilitation Act.

\$295 SAPAA Members

\$395 Non-Members

E2: Catching the Cheaters

Regina Doural, CSAPA, General Manager, Compliance Services • FirstSource Solutions

Even in the best run drug testing program, some employees find ways to cheat the drug testing process. What can you do? During this session we will explore some of the ways employees try to beat the system and the tools available for the DER to reduce and eliminate this problem.

\$175 SAPAA Members

\$245 Non-Members

E3: Advanced Approaches in Alcohol Testing

Amy Evans, Director of Law Enforcement, Workplace and Training Business • Lifeloc Technologies, Inc.

This session will exam how to maintain the integrity of your alcohol testing program by addressing topics such as unique testing circumstances, common mistakes, the role of the QAP, myths and misconceptions, and reasons positive test results may be disregarded. Participants will have an opportunity to ask questions and share unusual testing situations they have experienced.

\$175 SAPAA Members

\$245 Non-Members

3:00–5:00 p.m.

F1: Public Employee Drug Testing Litigation Landmines and How to Avoid Them

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP

C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

Five court decisions adverse to public employers conducting workplace drug testing show how easy it is for a public employer to trip on a litigation landmine. Most of these landmines have a delayed fuse that explodes just prior to the statute of limitations' expiration. Failure to recognize these landmines can result in costly mistakes for the public employer as well as career ending blunders for the individual decision maker.

\$295 SAPAA Members

\$395 Non-Members

Training Institute Courses

Tuesday, August 22, 2017



3:00–5:00 p.m. (continued)

F2: Third Party Administrator Best Practices

Tom Pool, CSAPA, Executive Administrator • Drug Free Business

Do you want to start your own TPA? Do you want to expand or improve your existing C/TPA? Add in-house MRO services, EAP services, background screening, or 'clean-cards'? This session offers best practices and new ideas from a presenter with nearly 30 years' experience as a full-service TPA.

\$175 SAPAA Members

\$245 Non-Members

F3: How to Successfully Prepare for Grievances and Arbitrations

Dennis Kerns, BT, MT (ASCP), CSAPA, Senior Consultant • Current Consulting Group, LLC
President/CEO • GDK Global Consulting, LLC

This interactive workshop will discuss how to prepare for grievances and arbitrations that arise as a result of drug and alcohol testing. The instructor will provide a few examples, but participants are encouraged to bring real life scenarios that can be shared and discussed without relaying any identifying information to other participants.

\$175 SAPAA Members

\$245 Non-Members

5:00–6:00 p.m.

Bonus Session: Why Should I Be Certified by CCDAPP and How?

CCDAPP Commissioners

This session will outline the path to achieving the coveted CSAPA or CDAPA certification. Presenters 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! **There is no cost to attend this session, but registration is requested.**

Meet & Greet Reception

After dinner on your own Tuesday evening, join us for a special reception honoring SAPAA's 25th anniversary! We'll have music, drinks, and hors d'oeuvres along with some special memories of SAPAA over the years. Reception will be held from 6:30–9:00 p.m., but drop in when convenient to reminisce with long-time colleagues and friends and make new acquaintances with first-time attendees. Our exhibitors and sponsors are invited to attend, so this is also a great opportunity to connect with vendors you need to speak with.





General Sessions

Wednesday, August 23, 2017

7:00–8:00 a.m. ★ Breakfast Buffet

8:00–8:15 a.m. ★ Welcome from SAPAA 2016–2017 President

Amy Evans, Director of Law Enforcement, Workplace and Training Business • Lifeloc Technologies, Inc.

8:15–9:15 a.m. ★ ODAPC Update

Patrice M. Kelly, Acting Director • ODAPC

Important updates and horizon issues from the Office of Drug and Alcohol Policy and Compliance.

9:15–10:00 a.m. ★ Current Trends in Opioids: A Las Vegas Perspective

Daniel W. Neill, Assistant Special Agent in Charge of the Las Vegas District Office • U.S. Drug Enforcement Administration

Hear from the local DEA office on what medications are most prevalent. Presentation will focus on the fentanyl epidemic, which has recently seen a significant increase in deaths in the U.S.

10:00–10:15 a.m. ★ Mid-Morning Break

10:15–11:00 a.m. ★ 2017 Industry Survey*

Nina French, Managing Partner • Current Consulting Group, LLC

Each year, the Current Consulting Group (CCG) conducts an industry-wide survey to determine trends and brand recognition in drug and alcohol testing and the screening industry. Participants include laboratories, third party administrators, device manufacturers, collectors and more. The results provide insight into the state of the industry, direction of sales, growth, and how marijuana and other issues are trending this year and compared to prior years. In its 19th year, CCG has added an employer survey component to give insight into how the industry is responding to the needs of employers.

USCG Update with Q & A*

Patrick Mannion, Drug & Alcohol Program Manager • USCG

Important updates from the U. S Coast Guard, including opportunity for questions from the audience.

**These workshops will be held concurrently. Registrants may choose which presentation to attend.*

11:00 a.m.–12:30 p.m. ★ Annual SAPAA Membership Meeting and Luncheon

All registrants are invited to attend this annual recap of the organization, which includes committee updates, recognition of volunteers, and the conclusion of election of open positions on SAPAA's Board of Directors.

12:30–12:45 p.m. ★ CCDAPP Presentation of Sue Clark Award for Excellence

This prestigious award is given annually by CCDAPP to a past or present Commissioner or certified administrator (CSAPA or CDAPA) who is a recognized leader and who has demonstrated the organization and administration to promote drug-free workplaces. Recipients operate or have operated programs which comply with all federal and state regulations as well as company policies. Sue Clark Award winners are respected by their peers for demonstrating leadership, integrity, and high ethical standards throughout their careers and for having assisted in the professional development of future leaders in the field of substance abuse program administration. Previous Sue Clark Award recipients are Jim Wright, CSAPA (2011), Bob Crescenzo, CSAPA (2012), Betty Emerson, CSAPA (2013), Cleve Miller, CSAPA, QSAP (2014), Diana Bauske, CSAPA (in memoriam, 2015), and Leila Procopio-Makuh, CSAPA (2016).

12:45–1:45 p.m. ★ FMCSA Update with Q & A*

Juan Moya, Drug & Alcohol Program Manager • FMCSA

Important updates from the Federal Motor Carrier Safety Administration, including opportunity for questions from the audience.

General Sessions

Wednesday, August 23, 2017



1:45–2:30 p.m. ★ 2017 Industry Survey*

Nina French, Managing Partner • Current Consulting Group, LLC

Each year, the Current Consulting Group (CCG) conducts an industry-wide survey to determine trends and brand recognition in drug and alcohol testing and the screening industry. Participants include laboratories, third party administrators, device manufacturers, collectors and more. The results provide insight into the state of the industry, direction of sales, growth, and how marijuana and other issues are trending this year and compared to prior years. In its 19th year, CCG has added an employer survey component to give insight into how the industry is responding to the needs of employers.

FTA Update with Q & A*

Lyon Rosario, Drug & Alcohol Program Manager • FTA

Important updates from the Federal Transit Administration, including opportunity for questions from the audience.

**These workshops will be held concurrently. Registrants may choose which presentation to attend.*

2:30–2:45 p.m. ★ Afternoon Break

2:45–3:30 p.m. ★ Post-Accident Drug and Alcohol Testing: Has the OSHA Regulation Changed Things?

Donna R. Smith, Ph.D., Regulatory Compliance Officer • WorkforceQA

This presentation will provide a regulatory update on revised OSHA regulation 29 CFR Part 1904.35, including factors OSHA will consider in evaluating the reasonableness of an employer's post-accident testing program, a sample post-accident testing policy checklist, and review of hypothetical post-accident testing scenarios.

3:30–4:15 p.m. ★ What You Should Know About Pre-Employment Drug Screening

Marie Marasovich, DER/DAPM, HR Operations Senior Manager • Chicago Transit Authority

Topics to be discussed in this presentation include policy, test types, legal considerations, procedures, record keeping and reporting to name just a few.

4:15–5:00 p.m. ★ eCCF Challenges: A Q & A Panel Discussion

Colleen Wienhoff, CEO • Bio-Med Testing Services (Moderator)

Have you started using electronic CCF's yet? Are you aware of all the different platforms available? Invited panelists include experts from each of the platforms who will be ready to provide answers to some of the most frequently asked questions.

5:30–8:00 p.m. ★ Reception with Exhibitors

Bright light city gonna set my soul, gonna set my soul on fire...

You don't want to miss this event! SAPAA brings you a bit of the Las Vegas strip at the Green Valley Ranch! Visit our exhibit hall to spend some time with our exhibitors and sponsors who not only make our conference possible, but are available to share information about products and services that can help you do your job more efficiently and introduce you to the latest technology, trends, and services. It doesn't hurt that we'll provide alluring appetizers, enjoyable entrées, and decadent deserts along with a chance to win cold, hard SAPAA bucks for use at future conferences and awesome prizes from our exhibitors!



Viva Las Vegas!



General Sessions

Thursday, August 24, 2017

8:00–8:30 a.m. ★ Grab-N-Go Breakfast

8:30–9:15 a.m. ★ Exhibit Break & Prize Drawings

Missing some signatures on your Vendor Bingo Sheet? Have some additional questions to ask a vendor? This is your chance to go around and visit (and thanks!) our sponsors and exhibitors one more time. Near the end of the break we'll draw for our prize winners. You must be present to win!

9:15–9:30 a.m. ★ Welcome from SAPAA 2017–2018 President

Joe Plaia, Director of Sales & Marketing • Current Consulting Group, LLC

9:30–10:30 a.m. ★ Opioids in the Workplace... What's an Employer to Do?

Julie Daugherty, CSAPA, Senior Manager, Drug Free Workplace • The Boeing Company
Penny Lyons, Director, Drug and Alcohol Testing • Union Pacific Corporation
Marie Marasovich, DER/DAPM, HR Operations Senior Manager • Chicago Transit Authority
Linda Richardson, CSAPA, C-SI, Drug Program Manager and DER • Basic Energy Services

This employer panel of DER's will explore options for dealing with a significant increase of opioid results. What's an employer to do? Could (or should) a policy change be used for prescription use? Could an employer prohibit the use of certain medications at work? Could testing for extended opioids result in mandatory 50% testing? As a result of future increased opioid tests, how will employers minimize safety risks within their organizations? You will hear from DER's who are responsible for FAA, FRA, FTA, and FMCSA regulated programs as well as testing under company policies. This certainly poses new concerns for employers when those tests are verified as negative. What does an employer do with multi-faceted safety risks and a significant increase in MRO reviews?

10:30–10:45 a.m. ★ Mid-Morning Break

10:45–11:45 a.m. ★ FRA Update with Q & A*

Jerry Powers, Drug & Alcohol Program Manager • FRA

Important updates from the Federal Railroad Administration, including opportunity for questions from the audience.

Great Training Games to Play Featuring DER vs. TPA*

Tom Fulmer, CPCT, VP Business Development • National Drug Screening, Inc.
Lisa C. Ruehle, PHR, SHRM-CP, C-DER, Consultant • Drug Free Audit

Training games can be used to train, engage, and motivate your staff, partners, and clients. This presentation will illustrate a variety of training games that can be used in the office, with customers, or during presentations. Attendees will receive templates that can be used as is or customized for their own purposes. This interactive presentation will engage the audience and let them see how effective training games can be. This presentation will use these training games to educate about DER roles and the responsibilities of the TPA. You will also hear stories and examples that illustrate how important it is to know and understand your role in the drug testing process.

**These workshops will be held concurrently. Registrants may choose which presentation to attend.*

11:45 a.m.–1:00 p.m. ★ Luncheon

General Sessions

Thursday, August 24, 2017



1:00–2:00 p.m. ★ FAA Update with Q & A*

Virginia Lozada, Eastern Compliance & Enforcement Center Manager • FAA

Important updates from the Federal Aviation Administration, including opportunity for questions from the audience.

Great Training Games to Play Featuring DER vs. TPA*

Tom Fulmer, CPCT, VP Business Development • National Drug Screening, Inc.

Lisa C. Ruehle, PHR, SHRM-CP, C-DER, Consultant • Drug Free Audit

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**These workshops will be held concurrently. Registrants may choose which presentation to attend.*

2:00–3:00 p.m. ★ The Workplace as a Treatment Catalyst*

Laura Lacey Dashner, LCSW, SAP, SAE, COO & Executive VP • American Substance Abuse Professionals

While the devastating scourge of substance use disorders (SUDs) continues to inflict communities and families with harm and grief, workplaces with drug-free policies and programs represent exceptions to this mounting nationwide trend. Why? This workshop will answer that question by identifying the elements that make drug-free workplace programs effective, by introducing results from cutting-edge research that investigates the therapeutic utility of employment-based programs, and by describing proposed models for employment-based treatment.

PHMSA Update with Q & A*

Wayne Lemoï, Drug & Alcohol Program Manager • PHMSA

Important updates from the Pipeline and Hazardous Materials Safety Administration, including opportunity for questions from the audience.

**These workshops will be held concurrently. Registrants may choose which presentation to attend.*

3:00–4:00 p.m. ★ 2017 Legal Update: Recent Developments Impacting Workplace Drug Testing

Faye Caldwell, Esq., Managing Partner • Caldwell Everson PLLC

This presentation will examine recent legal developments and initiatives impacting the drug and alcohol testing industry and drug-free workplace program administration, provide an in-depth analysis on the implementation of new laws and regulations with a focus on areas of concern, and offer practical insight and best practices for administering drug testing programs in compliance with recent changes.

4:00–4:15 p.m. ★ Adjournment of Annual Conference

Closing announcements and announcement of 2018 Annual Conference details.



Training Institute Courses

Friday, August 25, 2017

8:00 a.m.–1200 p.m.

CSAPA Exam Administration

Certification Commission for Drug and Alcohol Professionals

For information on taking the exam during the SAPAA conference, please contact CCDAPP directly at (866) 538-4788 or exec.dir@ccdapp.org.

G1: Supervisor Train-the-Trainer (With a Twist!)

Mary E. Hines, Owner • SimplePath

Dennis Kerns, BT, MT (ASCP), CSAPA, Senior Consultant • Current Consulting Group, LLC
President/CEO • GDK Global Consulting, LLC

Supervisor training does not need to be dull! In this class, you will learn to prepare for DOT or non-DOT supervisor training classes. You will leave with a basic understanding of the effects of drug and alcohol use, how to recognize signs and symptoms, the health and safety risks they present, and why reasonable suspicion testing is an important component of any safety program. You will learn how to effectively assess, approach, and document reasonable suspicion situations. This training will include all the materials you need to teach your own class, including paperwork, PowerPoint presentation, mock scenarios, and enough entertainment value to keep your students engaged and ensure they will retain the information.

\$395 SAPAA Members

\$495 Non-Members

8:00–10:00 a.m.

H1: Standing Firm: Marijuana in the Workplace Solutions

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP

C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

With the expansion of the number of medical and recreational marijuana states, businesses need basic employment law and MRO counsel on how to stand firm. Currently, 28 states and the District of Columbia have legalized medical marijuana use and eight states now allow for recreational use. This training will be a fast-paced walk through of the seven steps employers should take to stand firm and protect their workplaces from the adverse effects of marijuana use by employees.

\$295 SAPAA Members

\$395 Non-Members

H2: Common Challenges and Advanced Solutions for DERs

Julie Daugherty, CSAPA, Senior Manager, Drug Free Workplace • The Boeing Company

This session will be led by a DER with more than 20 years' experience with multiple modalities to discuss the people, places, and things that pose the most challenges for DERs. In addition to the presenter's information, participants will be encouraged to share their best practices and experiences or even suggest a round table topic they'd like to hear from others about.

\$175 SAPAA Members

\$245 Non-Members

H3: Third Party Administrators: A Collector's Perspective

Trish McCoy, Owner • Quick Trax, LLC

TPAs, have you ever been frustrated by incomplete Custody and Control Forms? Do you often wonder why your collection sites make so many mistakes on your CCFs? Or why technicians never seem to send copies to the appropriate place/department? We have collected data from dozens of collection sites and third party administrators nationwide to discover what is going wrong and where, and established some simple steps to help you avoid those issues in future collections. Participants will identify the most common causes of errors, and leave with some useful tools to improve communication with collection sites and reduce collection errors.

Training Institute Courses

Friday, August 25, 2017



10:00 a.m.–12:00 p.m.

J1: FMCSA Clearinghouse Regulations: Five Ways They Impact Your Fleet Now

Tommy Eden, Esq., Partner • Constangy, Brooks, Smith & Prophete, LLP

C.B. Thuss, Jr., M.D., CMRO, Medical Director • St. Vincent's Occupational Health Clinics

In December 2016, the U.S. Department of Transportation's Federal Motor Carrier Safety Administration issued its long-awaited Final Rule, effective January 6, 2017, establishing a drug and alcohol clearinghouse for holders of commercial driver's licenses. Transportation employers will be required to search the clearinghouse to determine whether current or prospective employees have "unresolved violations of the federal drug and alcohol testing regulations that prohibit them from operating a commercial motor vehicle." Transportation employers and their medical review officers will also be required to report to the clearinghouse any violations of the drug and alcohol testing regulations by their current or prospective employees. Clearinghouse regulation affects every transportation employer, holder of a commercial driver's license, and "service agent" (for example, C/TPAs, MROs, collectors, SAPs, labs). Although the database will not go live until January 2020, this course will cover the five things DOT employers need to know now.

\$295 SAPAA Members

\$395 Non-Members

J2: 219 MOW Compliance

Mary Brown-Ybos, CSAPA, Senior Compliance Director • DISA Global Solutions, Inc.

Maintenance of Way/Roadway Workers are new to the Federal Railroad Administration drug and alcohol testing regulations. This course will provide a review of the nuts and bolts of an MOW drug and alcohol testing program and how to comply with the addition of MOW contractors to the FRA 219 testing regulations.

\$175 SAPAA Members

\$245 Non-Members

J3: Third Party Administrator Best Practices

Tom Pool, CSAPA, Executive Administrator • Drug Free Business

Do you want to start your own TPA? Do you want to expand or improve your existing C/TPA? Add in-house MRO services, EAP services, background screening, 'clean-cards'? This session offers best practices and new ideas from a presenter with nearly 30 years' experience as a full-service TPA.

\$175 SAPAA Members

\$245 Non-Members

J4: Mergers & Acquisitions in the Drug Testing Industry

Ken Will, MBA, President • AdMed Consulting Inc.

Deciding whether or not to sell (or to grow through acquisition) can be agonizing! This course, taught by a presenter with over 30 years of M & A experience in this industry, will address the pitfalls and challenges associated with these processes.

\$175 SAPAA Members

\$245 Non-Members



Location Information

**Green Valley Ranch
Resort Spa & Casino**
2300 Paseo Verde Pkwy.
Henderson, NV 89052
(702) 617-7777
www.greenvalleyranch.sclv.com



A room block is available for \$160/night plus applicable taxes and fees.

Reservations must be made prior to 7/28/17 to qualify for the SAPAA conference rate.

Make your reservation today at this 5-star luxury resort! Green Valley Ranch is the finest luxury hotel in Henderson, NV, equally exquisite both inside and out. Their attention to detail, impeccable guest service, outstanding amenities, and expansive pool and garden area have earned them a reputation for being one of the very best luxury resorts in the country. Come experience the classic elegance and undeniable luxury of this European-inspired hotel and casino for yourself. Complimentary shuttle available to the strip so you don't miss a minute of fun!

To make your reservation, access the online portal at www.sapaa.com/2017conference or call the hotel at (702) 617-7777 and let them know you're booking for the SAPAA Annual Conference.



Opportunities are still available to be a sponsor or exhibit at SAPAA's Annual Conference!

Visit www.sapaa.com/exhibitinfo for more information, including the latest booth availability and underwriting opportunities.



Policies & Guidelines



TO REGISTER: SAPAA offers several ways to register for the conference. Register online at www.sapaa.com/2017conference (credit card payments only), complete the form in the back of this brochure and fax to (281) 664-3152, mail to SAPAA, P.O. Box 6203, Tallahassee, FL 32314, e-mail to info@sapaa.com, or call SAPAA at 1-800-672-7229 to register over the phone. Please only submit one registration per form, and be sure to complete all applicable sections of the form. Full payment must accompany registration unless prior arrangements have been made. Conference registration fees include admission to the General Sessions on August 23 & 24, the Meet & Greet Reception on August 22, the Exhibitor Reception on August 24, and refreshments and meals on August 23 & 24. All other meals and entertainment are at the expense of the attendee.

ADA ACCOMODATION: If you require accommodation to facilitate conference participation, please provide a request at the time you submit your completed conference registration and payment. Please register prior to 7/21/17 to specify accommodation requests. Requests received after this date may not allow adequate time to make arrangements.

CANCELLATIONS & REFUNDS: Requests for cancellation received in writing (e-mail is acceptable) before 7/21/17 will be granted to the original payment method used, less a \$50 administrative fee. 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 if you have any questions, prior to registering.

LIABILITY STATEMENT: The conference schedule is subject to change without notice. SAPAA is not responsible for losses experienced due to schedule changes, weather/travel restrictions, or loss or injury due to theft or negligence. Your registration implies agreement with these terms.

CONFERENCE ENJOYMENT TIPS: Most participants dress in business casual attire. Dressing in layers is recommended to adjust for varying room temperatures, which are usually cool to accommodate the large group. Cologne and perfumes may cause respiratory reactions in other attendees, so please don't wear them. Please turn off or silence cell phones and tablets during all sessions, and quietly excuse yourself before taking a call.

ANTITRUST: SAPAA is committed to ensuring that you, your organization, and SAPAA fully comply with the relevant antitrust laws as they pertain to the activities of the association. Trade associations, although well recognized as valuable tools of business, are subject to close scrutiny by both federal and state governments. The primary areas of concern relating to antitrust are price fixing, membership limitation, standardization/certification, and industry self-regulation. Antitrust compliance is important because the consequences of violations can be serious to SAPAA, to your organization, and to you. Violations of the Sherman Antitrust Act are felonies which can subject an individual to fines of up to \$100,000 and imprisonment for as long as three years, and subject SAPAA or your company to civil liability for treble damages and to injunctions that could impair your company's ability to compete effectively. Please remember that SAPAA may be held liable for your activities at a SAPAA function or even elsewhere. If you would like additional information on what constitutes an antitrust violation, please contact the SAPAA office at 1-800-672-7229 or info@sapaa.com.



2017 Membership Application

If you have any questions about membership, please contact
SAPAA at 1-800-672-7229 or info@sapaa.com.

JOINING SAPAA IS AS EASY AS 1-2-3!

MEMBERSHIP TYPES (check one)

Classification A (\$550): Any firm or corporation, with 6 or more employees, primarily engaged in the administration of workplace substance abuse programs or the supply of products and services ancillary to the substance abuse prevention industry. This category includes, but is not limited to, in-house administrators, consortium, other third-party program administrators, vendors (such as producers and manufacturers of equipment or products related to biochemical testing services; drug testing laboratories; medical, mental health, and employee assistance service providers; or collection sites), and government entities. A firm or corporation may join in its own right or as a part of a larger corporate umbrella structure that is a member, but Class A membership is limited to no more than 10 employee representatives. Each organizational member is entitled to one vote.

Classification B (\$175): Any firm or corporation only engaged in specimen collection services (including alcohol testing or POCT services), government entity or a not-for-profit organization with a significant interest in the prevention of substance abuse and who does not derive the main source of its income from the provision of drug and alcohol testing programs, or small vendors (as outlined in Class A) and service agents with 5 employees or less. Class B membership is limited to no more than 5 employee representatives. Each organizational member is entitled to one vote.

Memberships in SAPAA has been established on a calendar year, and is valid from January 1, 2017–December 31, 2017.

ORGANIZATION/COMPANY INFORMATION

Membership in SAPAA is based on the organization. A lead employee representative should be designated below, but additional representatives may be added once your membership is processed.

2 Lead Rep Name: _____ Job Title: _____
Please list your name as you'd like it to appear in the membership directory, including any certifications or credentials.

Phone: _____ E-mail: _____

Company Name: _____

Full Mailing Address: _____

TELL US ABOUT YOUR ORGANIZATION (check all that apply)

☐ International ☐ National ☐ Regional ☐ TPA under 6 employees ☐ TPA over 5 employees ☐ Collections
☐ SAP ☐ EAP ☐ Consortium ☐ MRO ☐ Background Checks ☐ Training ☐ Random Selections ☐ MRO

Primary Source of Business: _____

By signing below, I certify that the information listed here is correct to the best of my knowledge, and that as a member of the Substance Abuse Program Administrators Association agree to abide by the Association Bylaws and Code of Ethics.*

Lead Rep Signature: _____ Date: _____

PAYMENT DETAILS

3 Method of Payment: ☐ Credit Card (complete below) ☐ Check (enclosed) ☐ Other (must be pre-arranged)
Complete the section below only if paying by credit card

Card Type: ☐ Visa ☐ MasterCard ☐ American Express ☐ Discover

Card Number: _____ Exp. Date: _____

Name on Card: _____ Sec. Code: _____

Full Billing Address: _____

Authorized Signature: _____

If paying via check, you may fax this complete application to (281) 664-3152 to expedite your membership processing.
Please include a copy of this application when mailing your payment to SAPAA, P.O. Box 6203, Tallahassee, FL 32314.

**A welcome e-mail will be sent to the address listed on this application once membership has been processed.
Please allow up to 3 business days from the time payment is received. If you have any questions, please
contact SAPAA at 1-800-672-7229 or info@sapaa.com**

*Association Bylaws and Code of Ethics are available by request.

SAPAA-AnConf-2017

Registration Form

If you have any questions, contact SAPAA
at 1-800-672-7229 or info@sapaa.com.

One registration per form, please.

Registrant Details

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

Badge Name/Nickname: _____ Job Title: _____

Organization Name: _____

Mailing Address: _____

Business Phone: _____ E-mail: _____

What is the best phone number to reach you at while you're onsite at the Conference?: _____

Is your organization a SAPAA Member? ☐ Yes ☐ No Is this your first SAPAA Conference? ☐ Yes ☐ No

Training Institute Course Registration

- ☐ A1: Drug and Alcohol Industry Training Course (\$495/\$595)
- ☐ B1: Marijuana in the Workplace Solutions (\$295/\$395)
- ☐ B2: Drug and Alcohol Audit (\$175/\$245)
- ☐ B3: The FAA Is Coming—How to Prepare (\$175/\$245)
- ☐ B4: Owner Specific/Regulated Contractor Monitoring (\$175/\$245)
- ☐ C1: FMCSA Clearinghouse Regulations (\$295/\$395)
- ☐ C2: Do You Know What Your SAP Is Supposed To Do? (\$175/\$245)
- ☐ C3: Common Challenges & Advanced Solutions for DERs (\$175/\$245)
- ☐ C4: Problem Specimens (\$175/\$245)
- ☐ D1: Collection Personnel Training Course Train-the-Trainer (\$395/\$495)
- ☐ E1: Workplace Solutions for Opiate Use and Abuse (\$295/\$395)
- ☐ E2: Catching the Cheaters (\$175/\$245)
- ☐ E3: Advanced Approaches in Alcohol Testing (\$175/\$245)
- ☐ F1: Public Employee Drug Testing Litigation Landmines (\$295/\$395)
- ☐ F2: Third Party Administrator Best Practices (\$175/\$245)
- ☐ F3: How to Prepare for Grievances/Arbitrations (\$175/\$245)
- ☐ *** Why Should I Be Certified by CCDAPP and How? (No charge)
- ☐ G1: Supervisor Train-the-Trainer (With a Twist!) (\$395/\$495)
- ☐ H1: Marijuana in the Workplace Solutions (\$295/\$395)
- ☐ H2: Common Challenges & Advanced Solutions for DERs (\$175/\$245)
- ☐ H3: Third Party Administrators: A Collector's Perspective (\$175/\$245)
- ☐ J1: FMCSA Clearinghouse Regulations (\$295/\$395)
- ☐ J2: 219 MOW Compliance (\$175/\$245)
- ☐ J3: Third Party Administrator Best Practices (\$175/\$245)
- ☐ J4: Mergers & Acquisitions in the Drug Testing Industry (\$175/\$245)

Conference General Session Registration

Early Bird Registration Rates *(Before 7/14/17)*

- ☐ SAPAA Member (\$495)
- ☐ SAPAA Member—additional attendee (\$395)
- ☐ Non-Member (\$595)
- ☐ Non-Member—additional attendee (\$495)
- ☐ Non-Industry Guest (\$125)

Regular Registration Rates *(After 7/14/17)*

- ☐ SAPAA Member (\$550)
- ☐ SAPAA Member—additional attendee (\$495)
- ☐ Non-Member (\$675)
- ☐ Non-Member—additional attendee (\$575)
- ☐ Non-Industry Guest (\$195)

Total Fees—Training Institute: \$: _____

Total Fees—General Session: \$: _____

Total Amount Due: \$: _____

Payment Details

- ☐ **Check**
(Mail to SAPAA, P.O. Box 6203, Tallahassee, FL 32314.)
- ☐ **Invoice Me**
(Contact SAPAA to confirm invoice/payment procedure.)

☐ Credit Card

CC#: _____

CVV: _____ Exp. Date: _____

Billing Address (if different from above): _____

Send completed form to info@sapaa.com or fax to (281) 664-3152.

If paying by credit card, you may also visit www.sapaa.com/2017conference to register online.

