

# Encompass Compliance Corp

The Zurich Services Corporation (ZSC) has aligned with Encompass Compliance Corp\* to provide a workplace drug test compliance service. It is a proprietary annual subscription service (SaaS) which assists in the development and maintenance of state-specific drug and alcohol testing policies and procedures.

## Additional resources

### Encompass

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## Your challenge

Drug and alcohol abuse is a pervasive problem in America, particularly within the construction industry. The statistics are staggering:

- 1 in 10 full time workers have had a substance abuse disorder in the past year.<sup>1</sup>
- 11.6% of full-time construction workers have used illegal drugs in the past month.<sup>1</sup>
- Death in the US from drug overdose has more than doubled since 1999 – nearly 56% of those from prescription medicines.<sup>2</sup>
- According to American College of Occupational and Environmental Medicine (ACOEM) the use of opiates has increased catastrophic claims by 4 times.<sup>3</sup>

In addition, state workplace drug and alcohol testing rules are a complex maze of statutes, regulations and court decisions, with more than 650+ state drug-testing laws and 10,000 related court decisions for you to keep up with. Staying current on these changing requirements can be a daunting process, particularly if you work in multiple states.

## Our solution

Compliance and regulatory issues are a concern for companies performing drug and alcohol testing. Mandatory state laws, state medical marijuana laws, workers' compensation rules, Americans with Disabilities Act (ADA), Occupational Safety and Health Act (OSHA) issues and required unemployment procedures can impact your customers. Companies may not have the time or expertise to keep up with these changes; Encompass can help companies to stay current with these issues.

Encompass' Risk Shield program includes the following elements:

### Shield 1 – Policy Development

Many companies do not have a fully compliant drug and alcohol testing policy. The Encompass Policy Development program can give a company the framework to create a core document to help align with applicable state and federal laws (statutes, regulations and court/agency decisions).

### Shield 2 – Real Time Monitoring

The Encompass Real Time Monitoring program is the first automated compliance verification system in the country. The program provides an instant "audit" as well as user guidance on drug and alcohol test orders related to state legal responsibilities of the company. It is designed to protect employers by guiding choices to help ensure compliance with state/federal rules.

### Shield 3 – The Resource Center

Given the changing landscape of laws that impact drug and alcohol testing programs, an employer needs instant access to key information. The Encompass Resource Center has one of the nation's largest databases related to the following categories:

- ADA
- Common checklists
- Common issues charts
- Employer's state compliance guides
- Federal rules
- Key court cases
- Marijuana state guides
- OSHA
- Rebuttable presumption addenda
- State compliance kits
- State policy addenda
- Union issues

Encompass provides one of the most comprehensive resources for drug and alcohol testing compliance. With technology at your fingertips, building policies and auditing drug tests can be done in minutes.

## More info

To learn more about Encompass Compliance Corp and preferred pricing offered to The ZSC's customers, please contact your risk engineering account coordinator. The ZSC customers who purchase the Encompass service also receive up to one free hour of virtual consultation.

1 Donna M. Bush, Ph.D., F-ABFT, and Rachel N. Lipari, Ph.D.. "Substance Use and Substance Use Disorder by Industry." The CBHSQ Report, April 16, 2015. <[http://www.samhsa.gov/data/sites/default/files/report\\_1959/ShortReport-1959.pdf](http://www.samhsa.gov/data/sites/default/files/report_1959/ShortReport-1959.pdf)>

2 Laila Kearney. "Drug overdose deaths rise across the United States: report." Reuters, U.S., June 17, 2015. <<http://www.reuters.com/article/2015/06/17/us-usa-injury-report-idUSKBN0OX1Q020150617>>

3 Journal of Occupational and Environmental Medicine, August 2012

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