

105.1

Date: April 27, 1993 File #: 722.2

To: VARIOUS

From: INDUSTRIAL RELATIONS -- MANAGER

Subject: Drug-Free Pipeline Program -- Quarterly Report  
Year End Report -- Third Program Year



DIVISION MANAGERS  
 DIVISION CONSTRUCTION/M&O DIRECTORS  
 DIVISION CUSTOMER FIELD SERVICES DIRECTORS  
 REGION TEAM LEADERS  
 DIVISION HR MANAGERS  
 ENCON AREA HR MANAGERS  
 GAS SUPPLY AREA HR MANAGERS

Enclosed is the **Third Program Year Report** for Drug-Free Pipeline Program (DFP) activities from April 1992 through March 1993. Having completed another "Program Year" as originally defined by the DOT, we will be converting to a standard calendar year reporting format in anticipation of forthcoming federal statistical reporting requirements. This report also includes:

- 1) Drug testing statistics for the 4th quarter/3rd program year (January - March 1993).
- 2) Overall statistics and demographic data since program inception (April/90 - March /93).
- 3) A study of the accident histories of employees who have tested positive.

Some trends worth noting in the attached charts and graphs are (in the order attached):

- **Employees who test positive have 2-3 times as many accidents as the Company average.** There appears to be a strong correlation between cocaine use and accidents resulting in high medical costs. Included below is a synopsis of the DFP study completed in January, and several of its charts and graphs are appended to this cover letter.
- Pre-Transfer testing of employees entering the random drug testing pool from non-covered positions has increased to 17% of DFP workload. It is expected to double again during reorganization. See discussion below of centralized transfer testing services.
- The positive rate for random testing decreased again in 1992, but the rate among employees transferring from non-covered to covered positions continues to increase dramatically, especially among ENCON employees.
- The unavailability rate has continued to rise throughout 1992, and the first quarter of 1993 is more than 10% above first quarter last year. The inefficiencies and avoidable costs that result from high unavailability are likely to be amplified by the current reorganization. See below for further comment.



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ACCIDENT STUDY -

A DFP study (through 12/92) of the accident histories of 109 employees who have tested positive revealed that 72% had at least one reportable, avoidable industrial injury. (See Attachment 1) For those who had been with PG&E for 2 years or more the rate was close to 80%.

- The 78 employees who had accidents incurred medical costs totaling \$884,000 - 10 of those incurred aggregate medical bills of \$30,000 to \$110,000 each. (Attachment 2).
- Employees who tested positive for cocaine accounted for 52% of all positives, 51% of accidents and 63% of accident-related medical costs (Attachment 3).
- Marijuana (THC) users tended to have a large number of low cost accidents, but 16 employees (20.5%) generated medical bills in the \$1,000 to \$80,000 range (Attachment 2).
- Employees who used methamphetamines had few accidents, but account for a substantial portion of those who are eventually terminated for a second positive drug test.

Additional demographic data relating drugs or various types of accidents to job classifications (See Attachment 4), age, and years of service are available from the DFP office .

TERMINATIONS -

The percentage of employees who were terminated for a second positive test or for non-cooperation decreased again in 1992 (Attachment 5). However, there have been 4 such terminations already this year. The 5 terminations during the past 4 months were long service employees, as indicated below:

Age:	43	40	29	45	34
Years of Service:	25	18	8	23	8

The rehabilitation failure rate among PG&E employees is far below the 60-75% expected by most rehab programs. The decrease in DOT-related terminations is attributable in large part to: increasingly accurate substance abuse assessment skills of the EAP Counselors; the requirement of structured after-care; intensive post-rehabilitation monitoring; and the development of a effective "intervention strategy" for identifying signs of relapse and re-entering employees in rehabilitation.

The increasing level of assessment and intervention skills of EAP staff is particularly significant in light of the increased severity of cases over the past year. We are informed by the Medical Review Officer (MRO) that fewer employees who test positive are casual users, and many cases are complicated by poly-substance abuse and non-work environments which frustrate rehabilitation efforts. Further, among employees who test positive, especially those terminated, a substantial majority have alcohol abuse as their primary addiction, with a codependency on cocaine. Moreover, dependence on methamphetamines appears to be equally hard to "kick" since 35% of those terminated for a second positive used "speed", while that group represented only 16% of the total number of positives.

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**DRUG-INDUCED PSYCHOSIS -**

Severe cases of drug-induced psychosis from long term abuse of "speed" have been identified in several employees who tested positive for methamphetamines. The paranoia and delusional beliefs that result from this kind of substance abuse can cause dysfunction in a variety of relationships. Attempts to help the individual which overlook a possible drug-related basis can result in mistreatment by mental health professionals and "enabling" by supervisors and peers. The MRO has urged that we present specialized awareness training in this area.

**CENTRALIZED PRE-TRANSFER TESTING -**

Since the DFP office started providing centralized scheduling, testing and collection monitoring services in February, the number of retests required because of collection errors by clinics have been cut in half. However, we are still averaging 4 days to report a Pre-transfer test result to supervision. Our inability to further shorten the turn-around time is being hampered by the speed with which ENCON employees are being moved around and the difficulty encountered in trying to identify the exact location of both employees and supervisors.

**UNAVAILABILITY IS UP-**

Our target unavailability range of 22-25% was met during the first quarter of 1992, but has been consistently exceeded since then. Each 2% increase in the number of employees selected but not tested results in an overall increase in program costs of approximately \$1,500. In addition to an analysis of collection experience and unavailability at all 84 fixed collection sites, we are evaluating modifications to the collection process to increase efficiency and reduce disruption to operations. One approach being studied is to lease one or more additional mobile collection vehicles which would perform testing at job-sites. This would allow employees who cannot "void on demand" to keep working until they can produce an adequate specimen and would alleviate the problem of crews being held in the yard when employees cannot or will not provide a specimen.

NOTES ON UNAVAILABILITY GRAPH: As mentioned in the last report, the high unavailability rate in July 1991 resulted from a 3 week suspension of testing pending investigation of a mix-up in two employee's specimens. The unavailability in October and November 1991 reflects a decline in collectors' diligence after SECON lost their contract during rebidding in September.



RON BAILEY

DMBidwell(223-0316):vb

Distribution List Attached

Enclosures

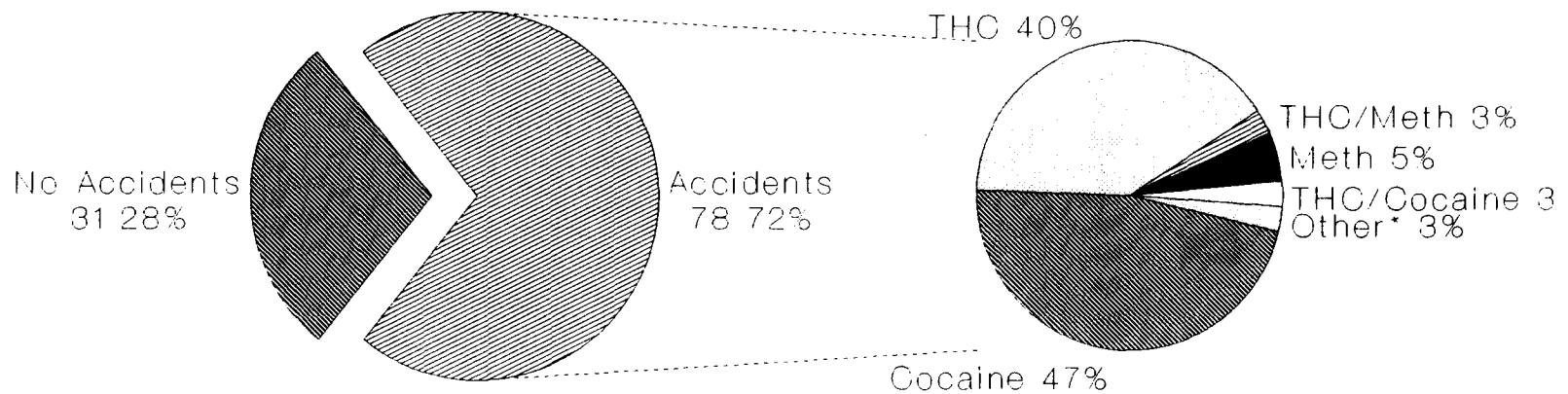
**DIVISION MANAGERS, et al.**

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**cc: Dave Bergman  
Jane Brunner (IBEW)  
Barbara Coull-Williams  
Leigh Cassidy  
Jim Eaneman  
Etta Herbach  
Lon O'Neil  
Bill McLaughlin/Wally Pearce  
Bill Mazotti  
James Pope  
James Randolph  
Virgil Rose  
Jude Sharp  
Winifred Walters  
Larry Womack/Brett Knight  
Ken Yang  
Jane Yura  
Region Vice Presidents  
Sr. Labor Relations Reps  
Electric Supply HR Plant Representatives**

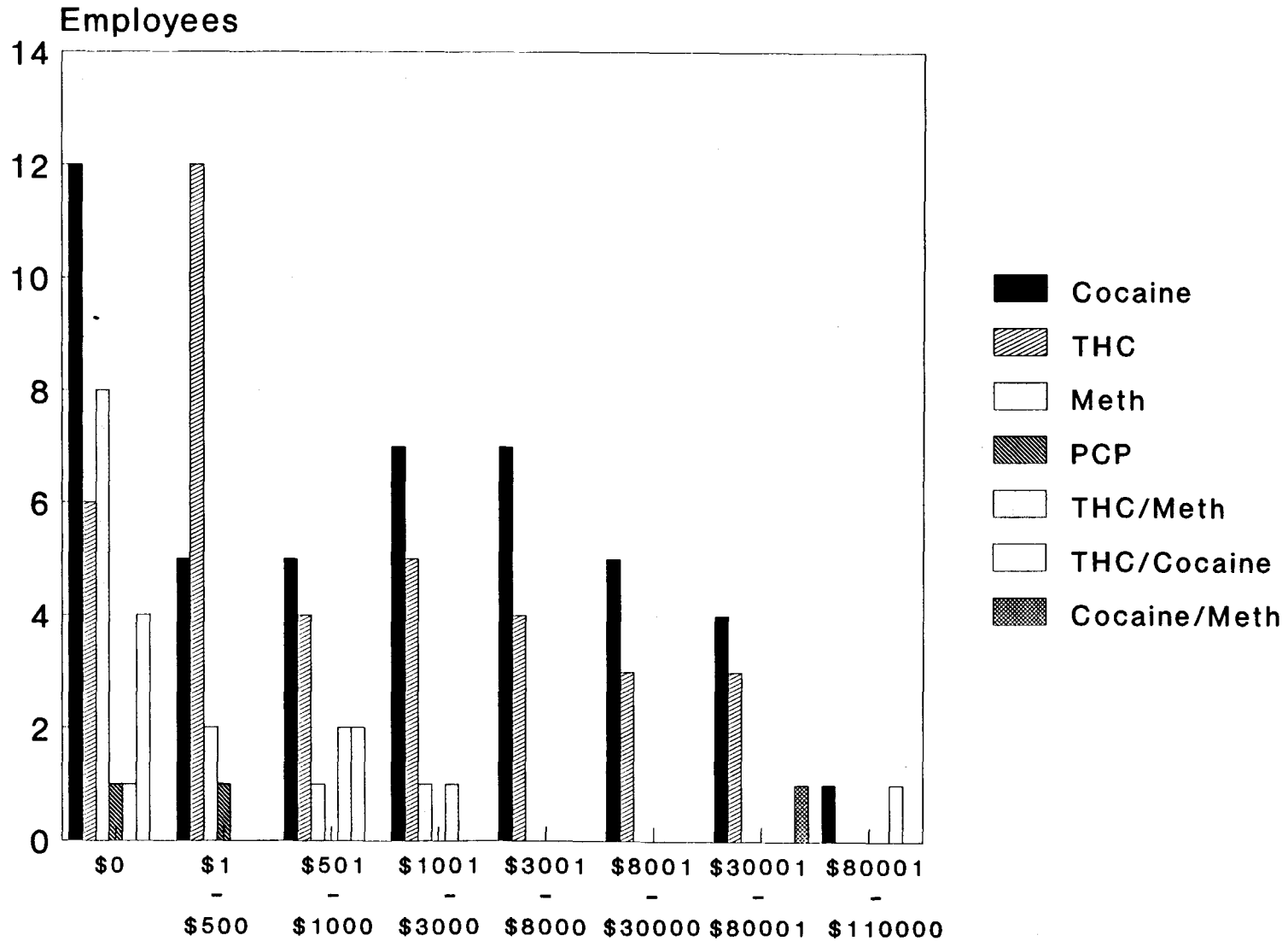
# Drug Use by Employees with History of Accidents (109 Positives)



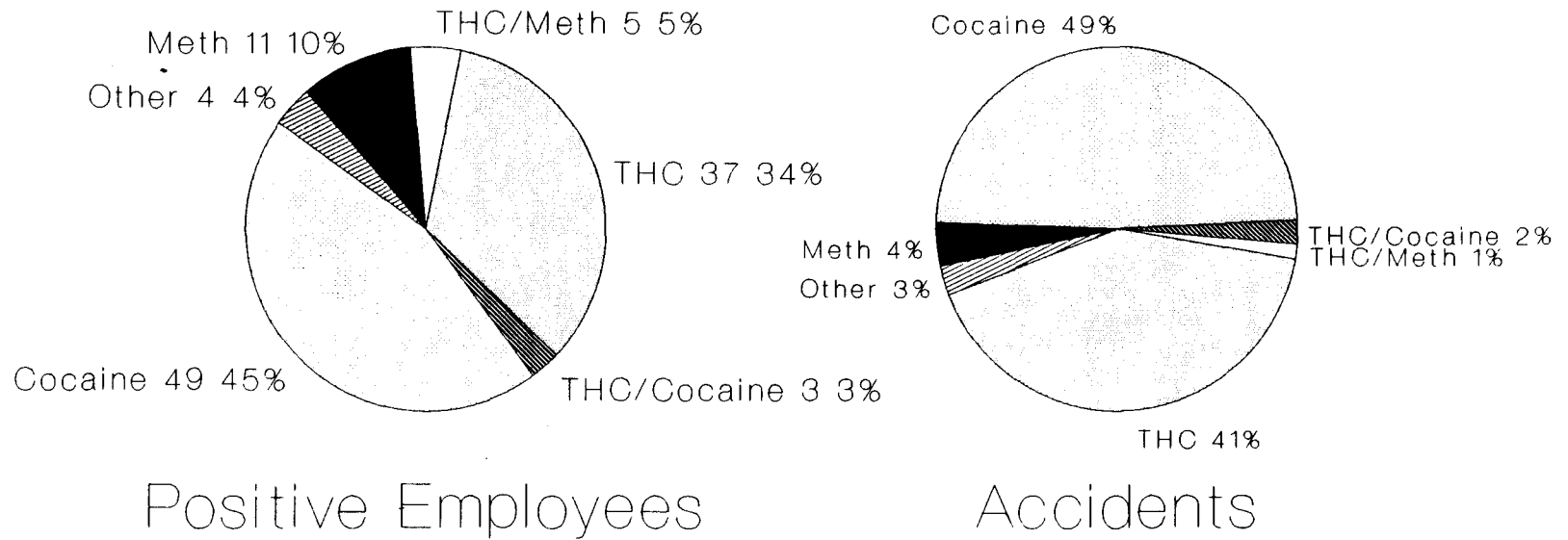
These are random (not post-accident) tests.  
We are merely showing the drugs for which employees  
tested positive and the accident history of each.

\* Other = PCP & refusal

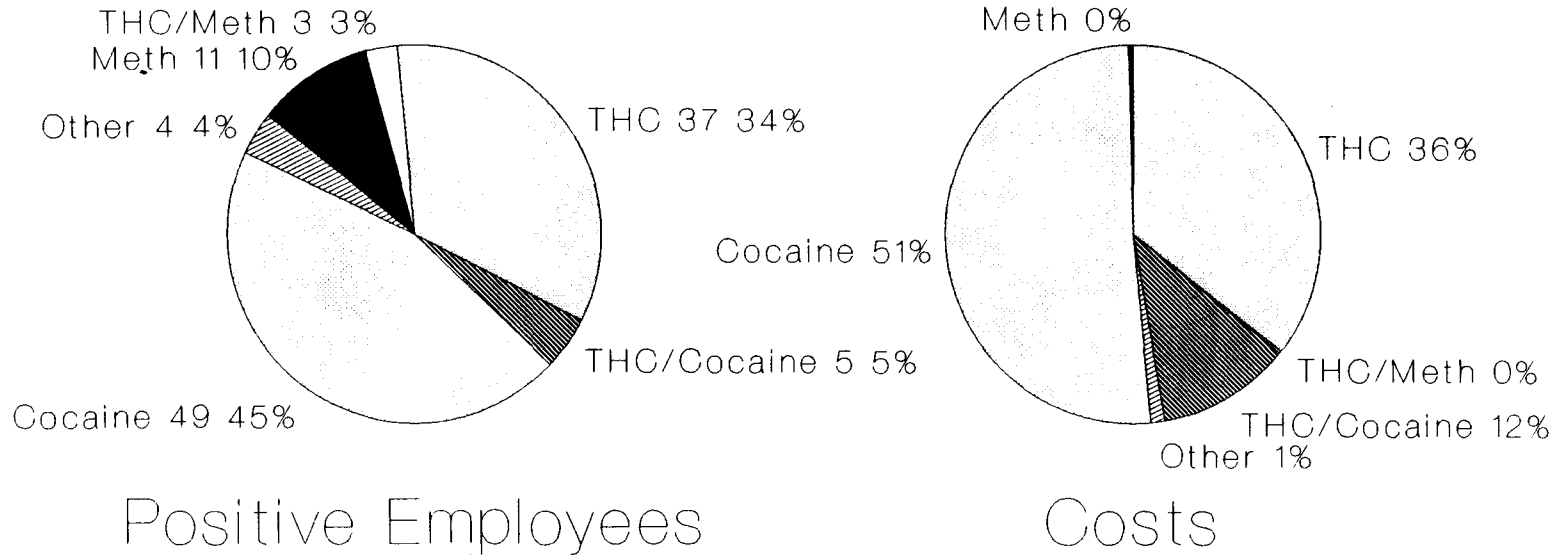
# Industrial Injury Costs



# Number of Accidents By Drug



# Costs of Accidents By Drug



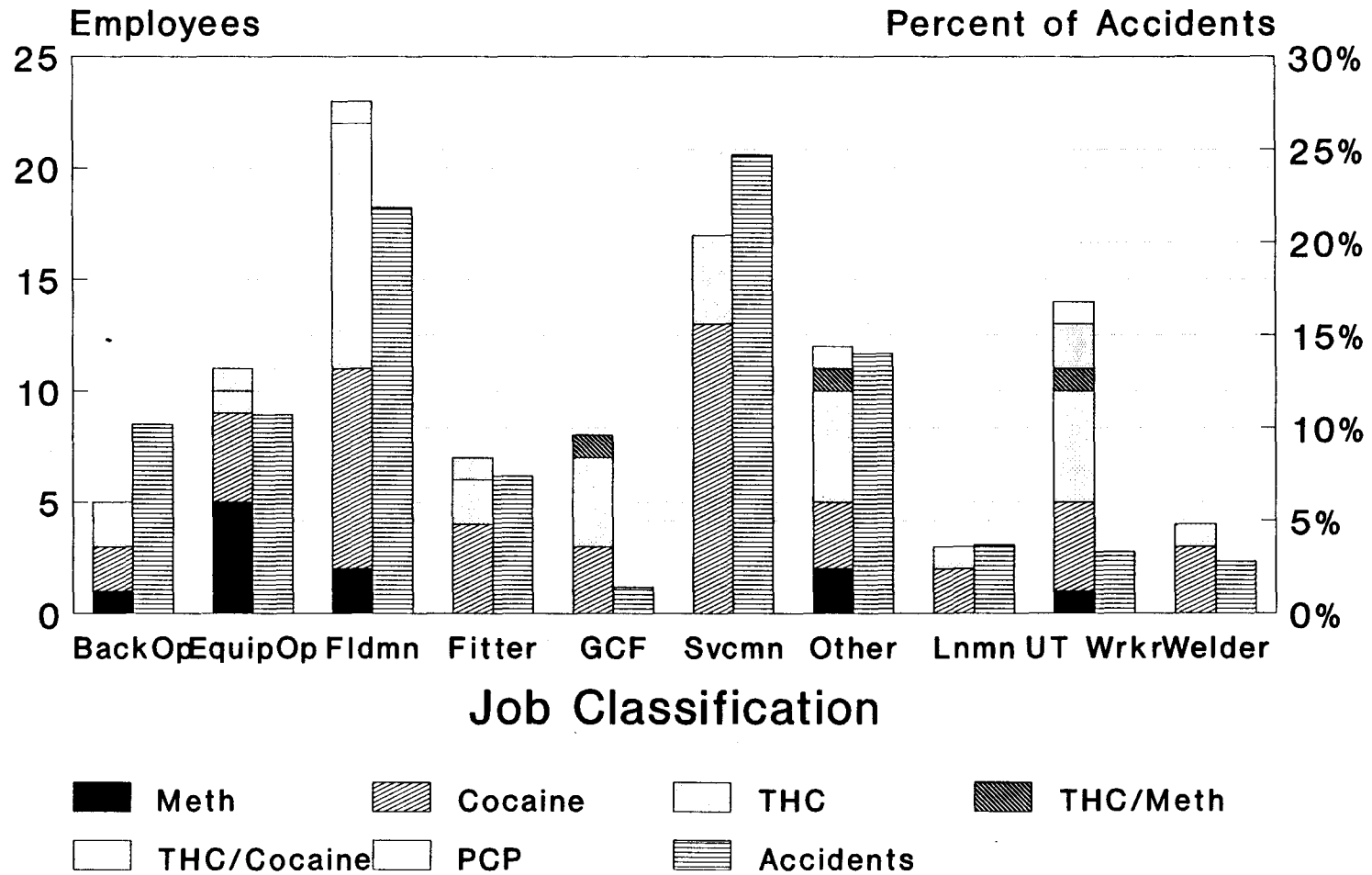
**Costs per Drug:**

Meth \$3000  
 Cocaine \$452100  
 THC/Cocaine \$102500

THC \$314600  
 THC/Meth \$1300  
 Other \$10500



# Labor Classifications of Positives



1 Equipment Operator = Refusal

## DRUG TESTING PROGRAM REHABILITATION FAILURES

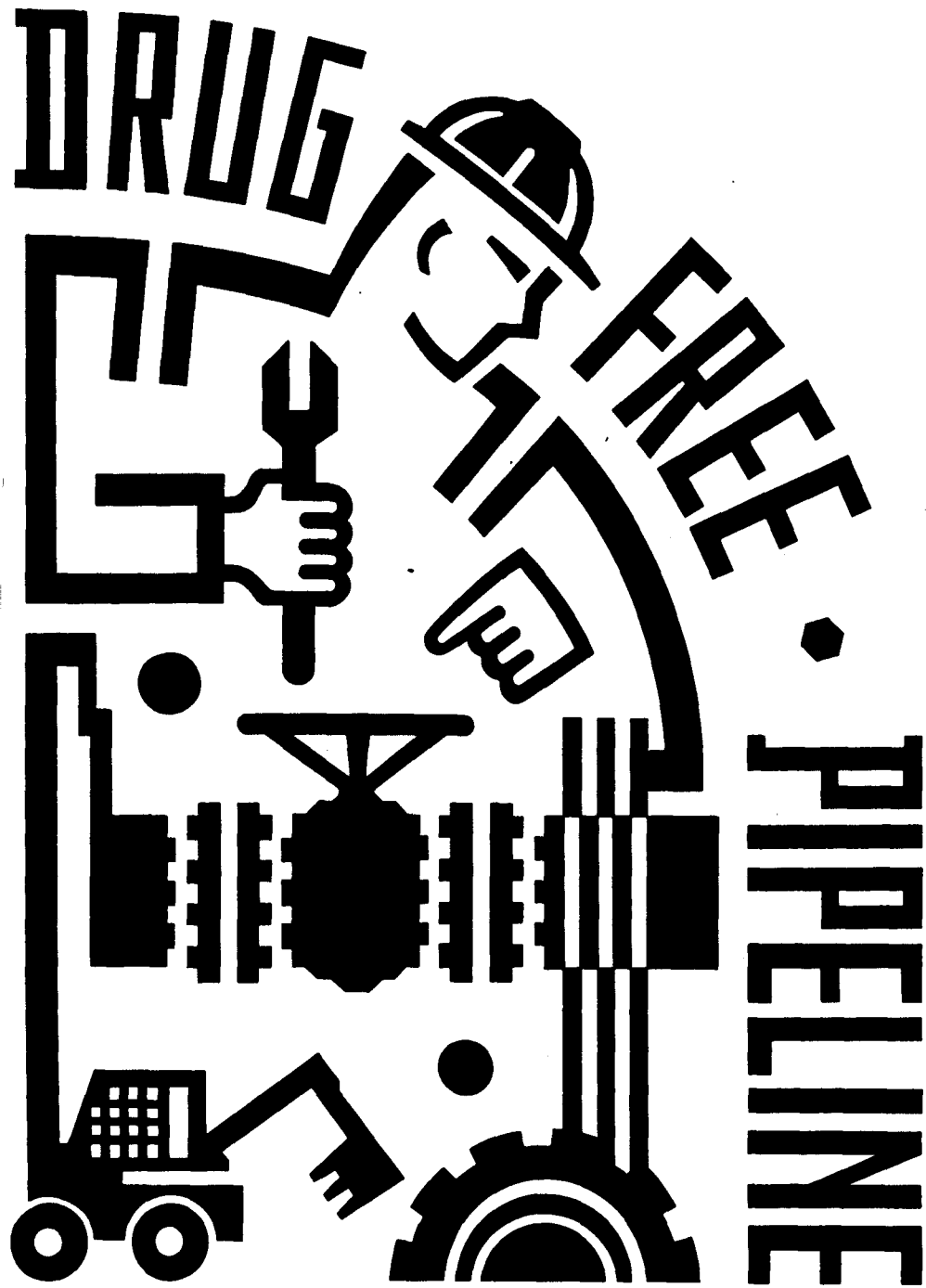
ID	Name	1st Positive	Termination	90												1991												1992												1993											
				J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A	S	O	N	D	J	F	M	A	M	J	J	A										
1	Cocaine	7/13/90	10/23/90	██████████																																															
2	Cocaine	9/4/90	3/31/91	██████████																																															
3	Marijuana (THC)	9/14/90	5/24/91	██████████																																															
4	Methamphetamines	9/12/90	1/29/92	██████████																																															
5	Cocaine	9/24/90	5/14/91	██████████																																															
6	Cocaine	10/2/90	12/6/91	██████████																																															
7	Cocaine	10/11/90	6/7/91	██████████																																															
8	Cocaine, Meth, THC	11/15/90	2/11/93	██████████												██████████												██████████												██████████											
9	THC	11/15/90	3/20/92	██████████												██████████																																			
10	Meth, THC	1/14/91	5/24/91	██████████																																															
11	Cocaine, THC	5/28/91	1/3/92													██████████																																			
12	Cocaine	5/8/91	5/20/91																																					██████████											
13	Cocaine	10/25/91	6/15/92																									██████████																							
14	THC, Meth	10/29/91	6/17/92																									██████████																							
15	Cocaine, Meth	3/24/92	12/7/92																																					██████████											
16	Cocaine, THC	3/30/92	3/13/93																																					██████████											
17	Cocaine, THC	5/5/92	9/28/92																																					██████████											
18	Methamphetamines	9/28/92	3/16/93																																					██████████											
19	Cocaine	10/9/92	3/3/93																																					██████████											
20	THC, Meth	11/2/92	11/24/92																																					██████████											

██████████ Violation of Last Chance Agreement - Not eligible for First Time Offender

██████████ Refused to enter rehabilitation

<b>Number of Positives During Period</b>	30	33	46	10
<b>Number of Failures</b>	9	5	6	0

Attachment 5



**DRUG-FREE  
PIPELINE  
PROGRAM**

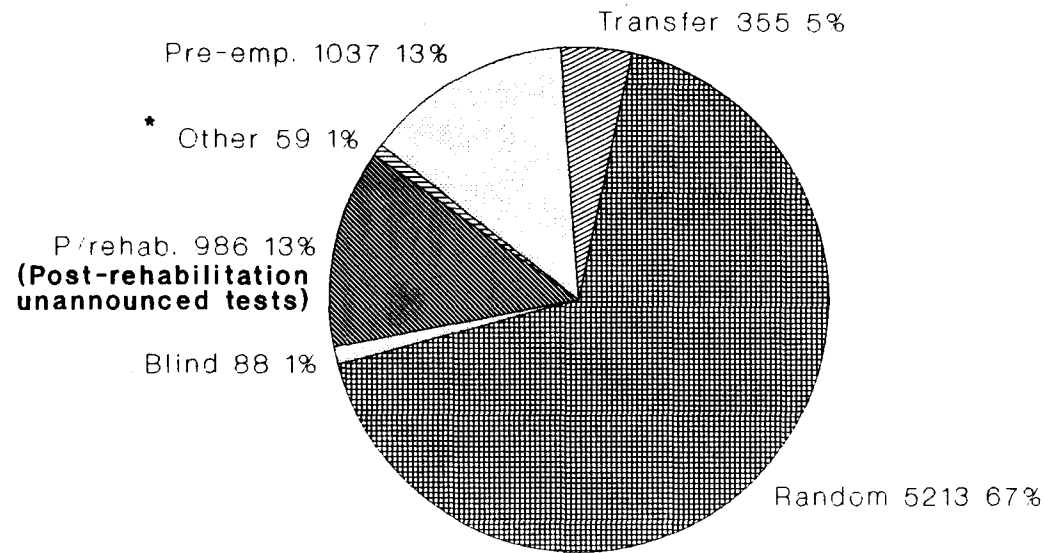
**YEAR END  
REPORT**

**Third Program Year**

**April 1992  
Through  
March 1993**

# DRUG-FREE PIPELINE PROGRAM

## Total Tests by Type Program To Date



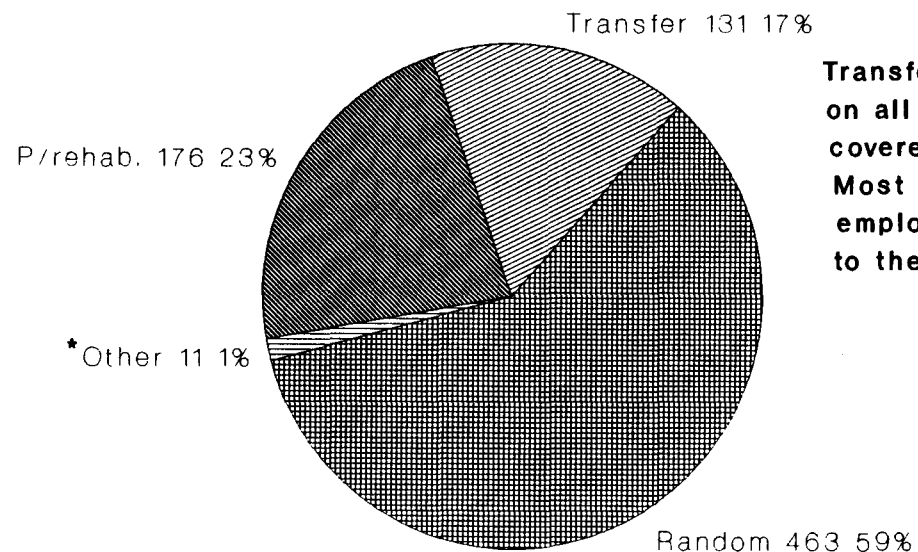
As of March 31, 1993  
Total tests = 7738

\*Other includes return from Light Duty/Workers' Comp

# DRUG-FREE PIPELINE PROGRAM

## Total Tests by Type

### Fourth Quarter, Third Program Year



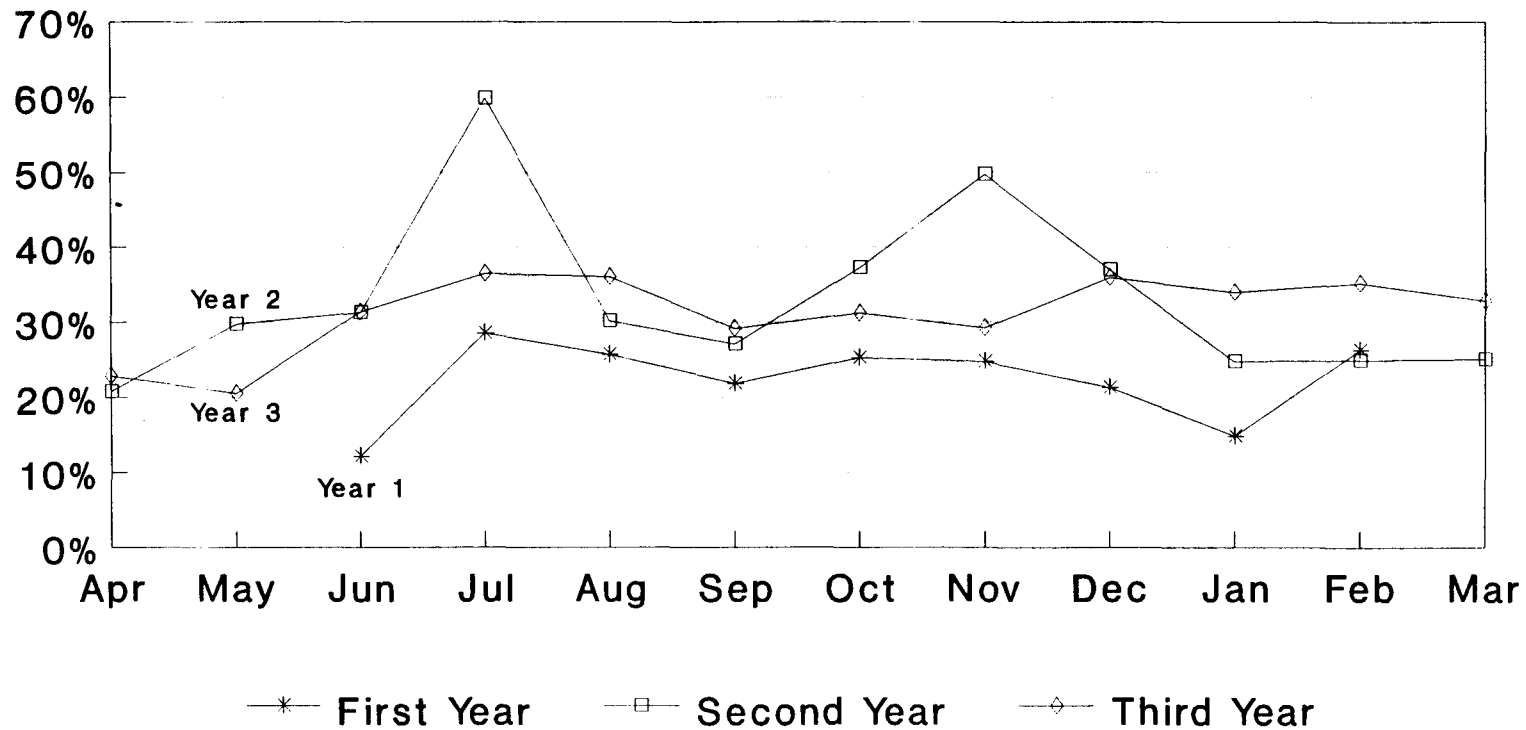
**Transfer testing is performed on all employees entering covered (gas-related) positions. Most are Electric Dept employees who are switching to the Gas dept.**

January - March 1993  
Total tests = 771

\*Other includes return from Light Duty/Workers' Comp

# DRUG-FREE PIPELINE PROGRAM

## Percent Unavailable of Employees Selected for Random Testing

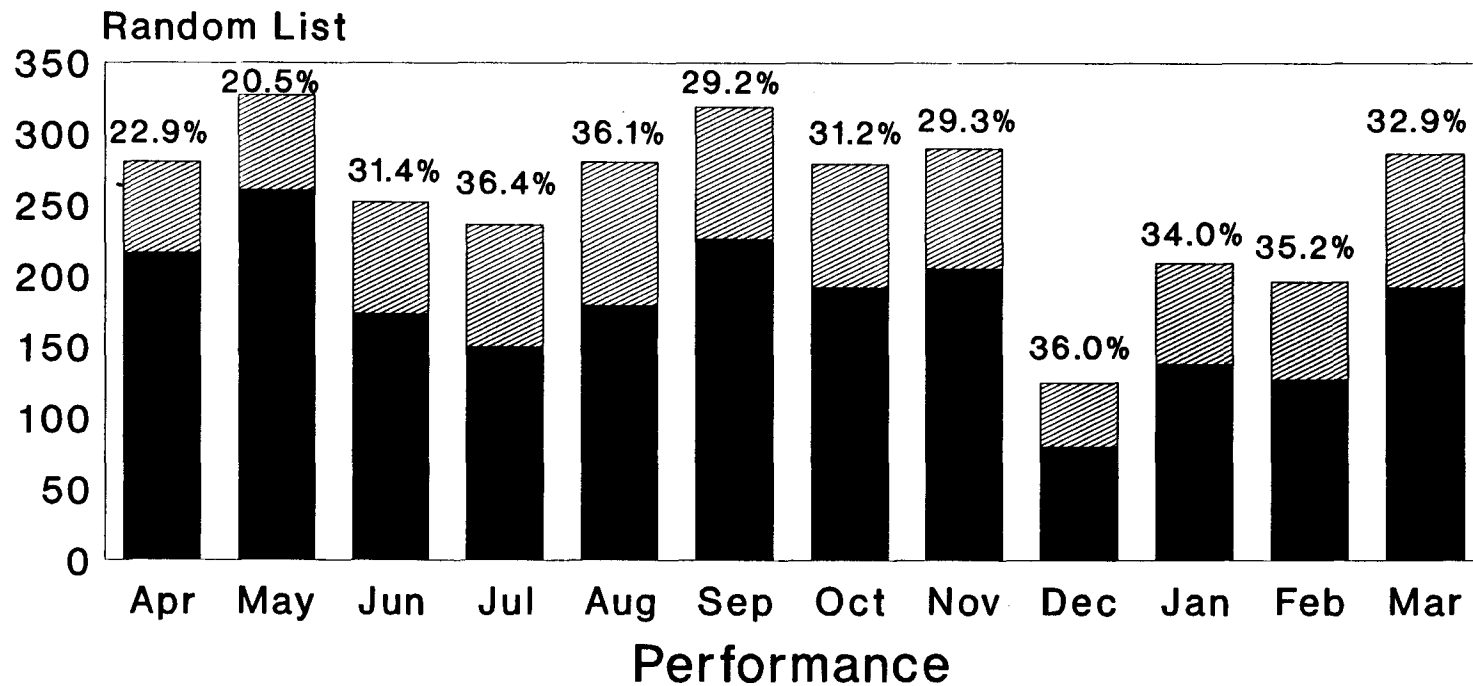


Year 1 = 4/90-3/91; Year 2 = 4/91-3/92  
 Year 3 = 4/92-3/93  
 No tests were done in March 1991 (Yr 1)

# DRUG-FREE PIPELINE PROGRAM

## List Vs. Obtained

### Third Program Year



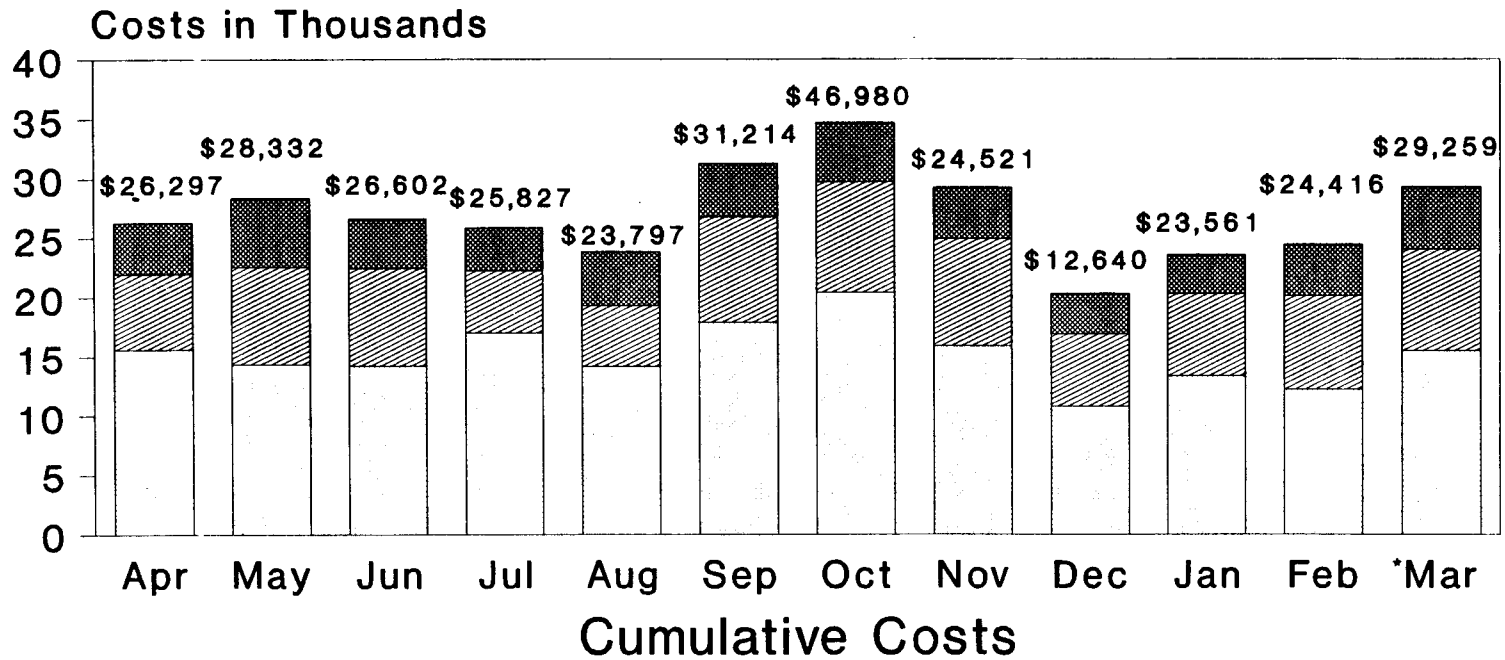
No. Obtained
  No. Unavailable

April 1992 - March 1993

# DRUG-FREE PIPELINE PROGRAM

## Program Costs

### April - December 1992



Collectors
  Med Rev Officer
  Laboratory

Random testing at rate to equal 50% of pool tested

\*Estimated

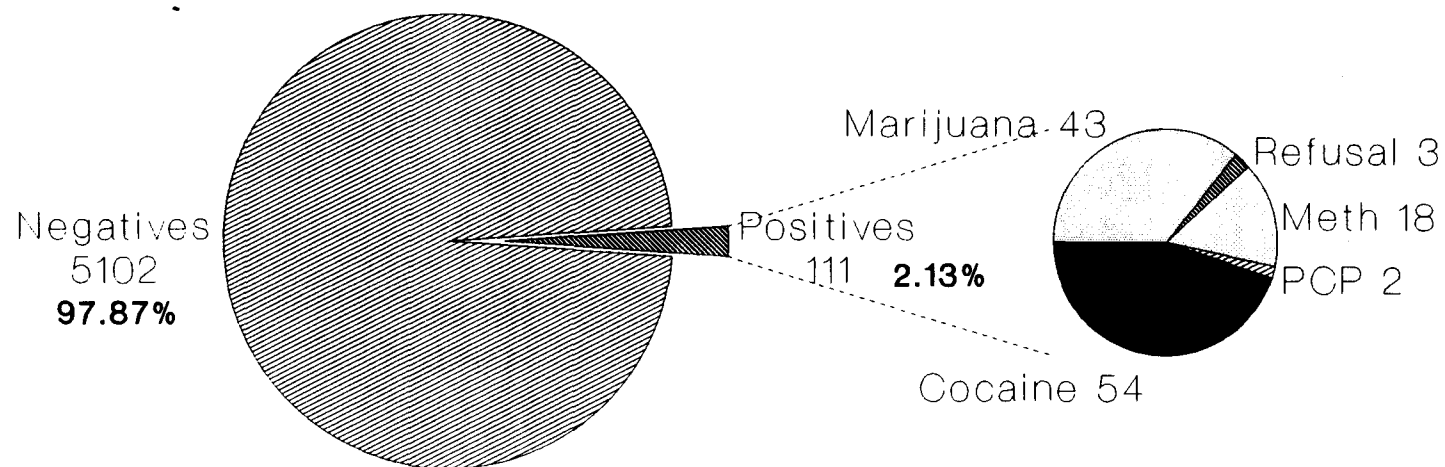


# DRUG-FREE PIPELINE PROGRAM

## Positive Rates Compared for Each Program Year

	YEAR 1 4/90-3/91	YEAR 2 4/91-3/92	YEAR 3 4/92-3/93	PROGRAM TOTAL
Random Tests	1055	2064	2094	5213
Positives	31	42	38	111
Positive Rate	2.94 %	1.99%	1.81 %	2.13%
Transfers	64	53	238	355
Positives	0	0	8	8
Positive Rate	0 %	0 %	3.36 %	2.25 %
Pre-employment Tests	289	411	337	1037
Positives	1	7	8	16
Positive Rate	0.35 %	1.70 %	2.37 %	1.54 %

# DOT Random Test Results Program To Date As of March 31, 1993



## NOTES:

Total of 111 includes 3 refusals, 1 of which subsequently tested positive

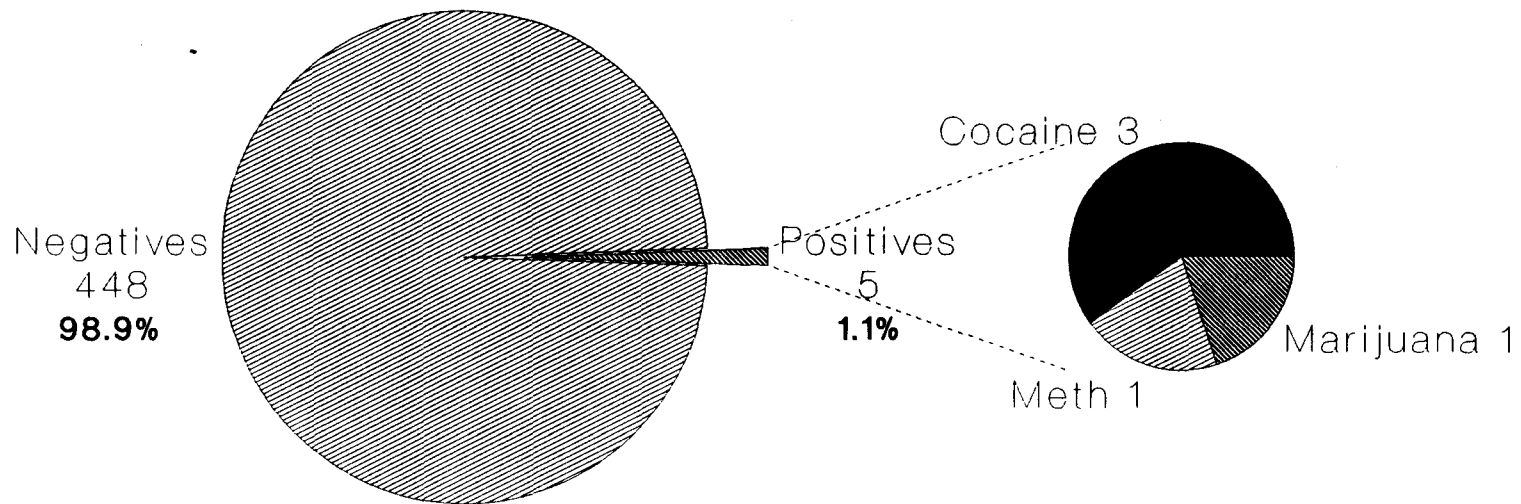
No other second positives shown here

Some tested positive for more than 1 substance

# DOT Random Test Results

## Fourth Quarter, Third Year

### January - March 1993

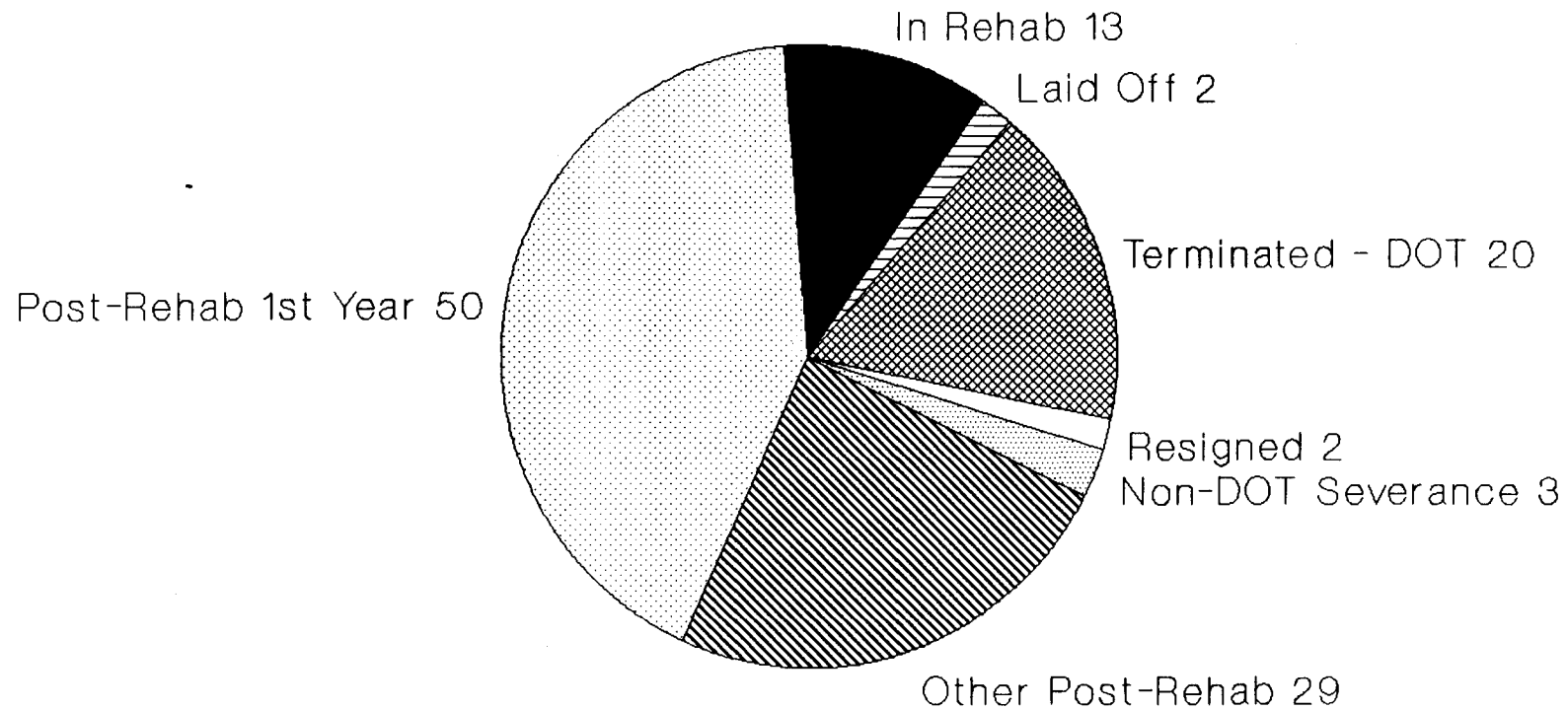


Also this quarter, 5 transfer positives  
(not included above)

# DRUG-FREE PIPELINE PROGRAM

## Status of Random & Transfer Positives

Total = 119 positives, Inc. 3 refusals  
and 8 Transfer positives

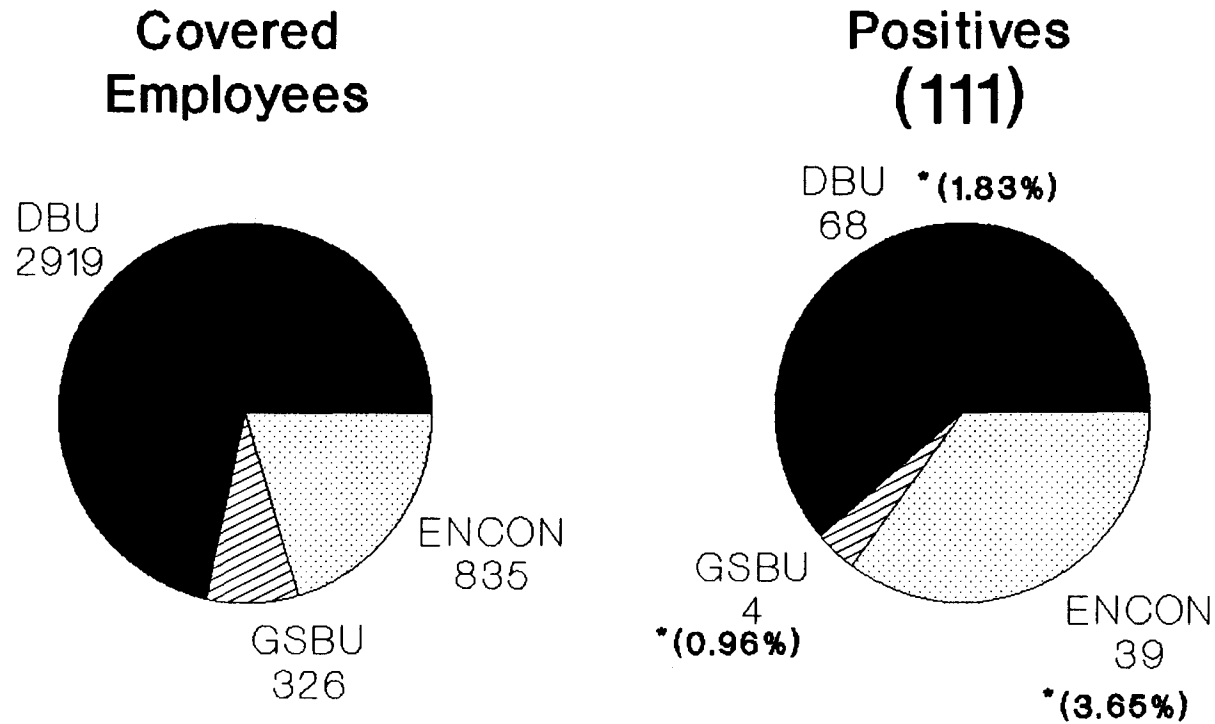


Status as of 3/31/93

# DRUG-FREE PIPELINE PROGRAM

## Random Positives Per Business Unit

### As of 3/31/93



Total Pool = 4080

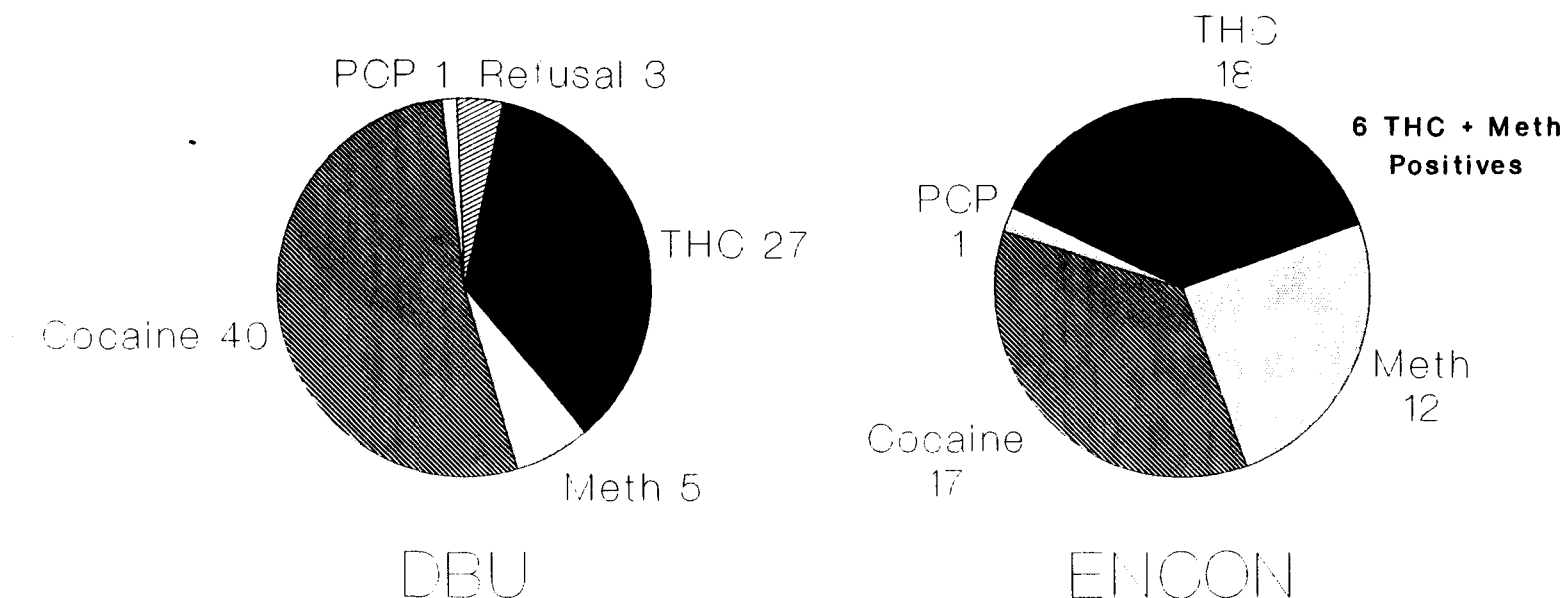
Not included above: 8 Transfer positives - ENCON

\*Positive rate per BU

# DRUG-FREE PIPELINE PROGRAM

## Analysis of Random Positives

### As of 3/31/93

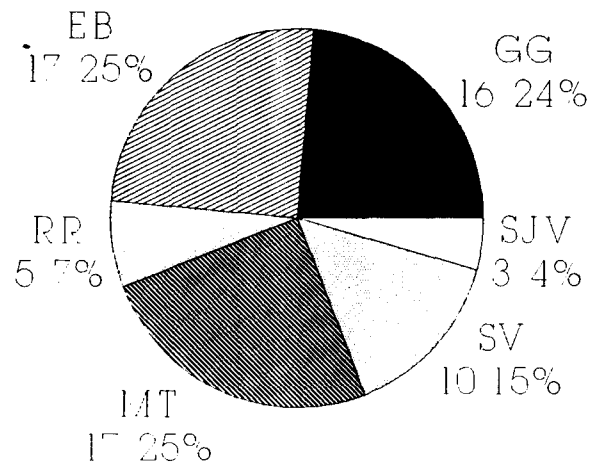


- 1) GSBU - 3 Marijuana, 2 Amphetamine
- 2) Some tested POS for more than 1 drug
- 3) Meth = Amphetamine and/or Methamphetamine; THC = Marijuana

# DRUG-FREE PIPELINE PROGRAM

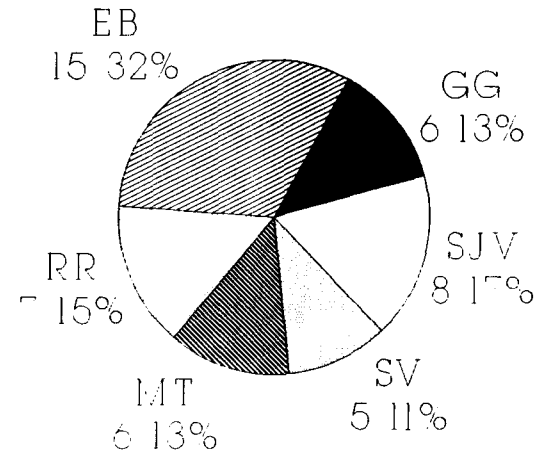
## Total Positives By Region as of March 1993

(Includes Random & Transfer Positives)



DBU

Total = 68



ENCON

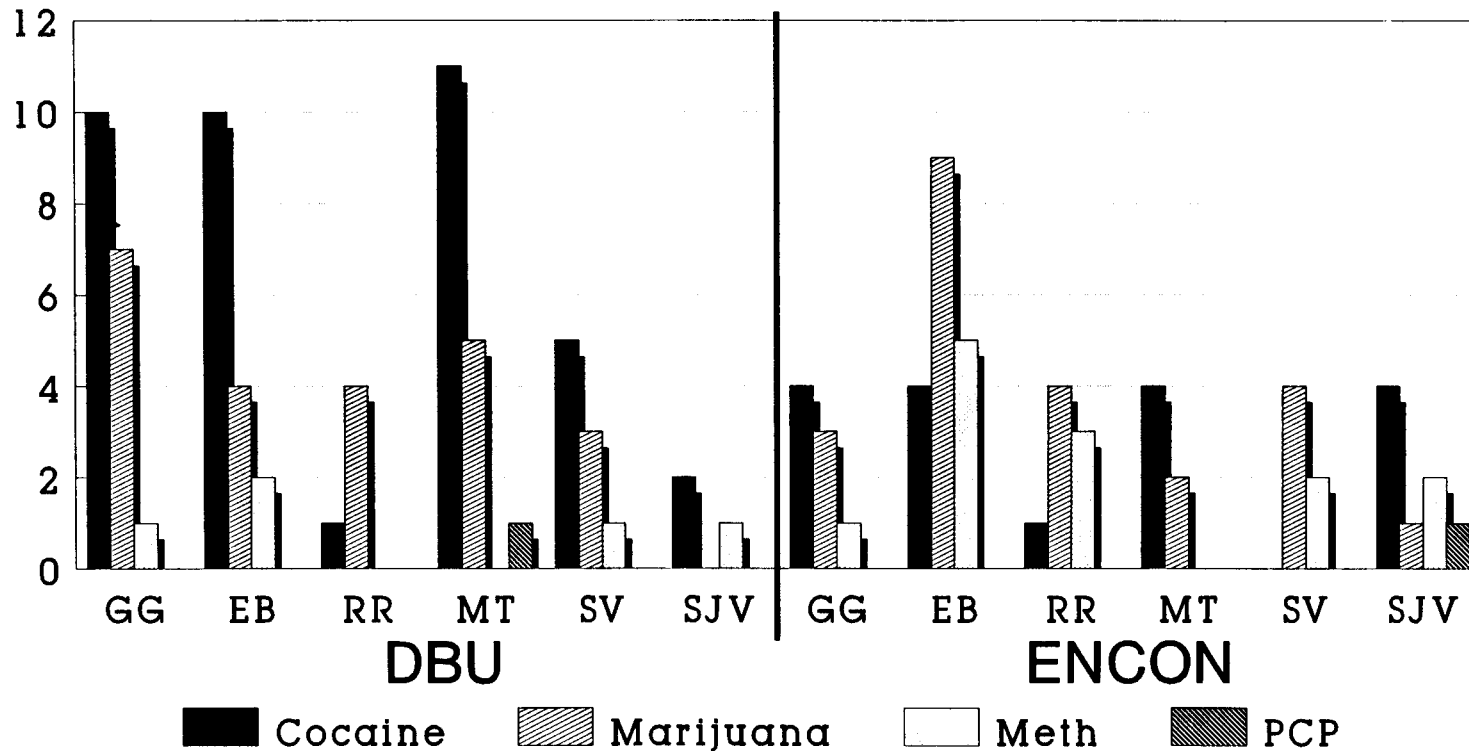
Total = 47

**NOTES:**

- \* The 1st number is the number of positive employees
- \* The 2nd number is the percentage of positives per Business Unit within Region
- \* GSBU - 3SJV; 1MT

# DRUG-FREE PIPELINE PROGRAM

## Drugs By Region As of March 31, 1993



**NOTES:**

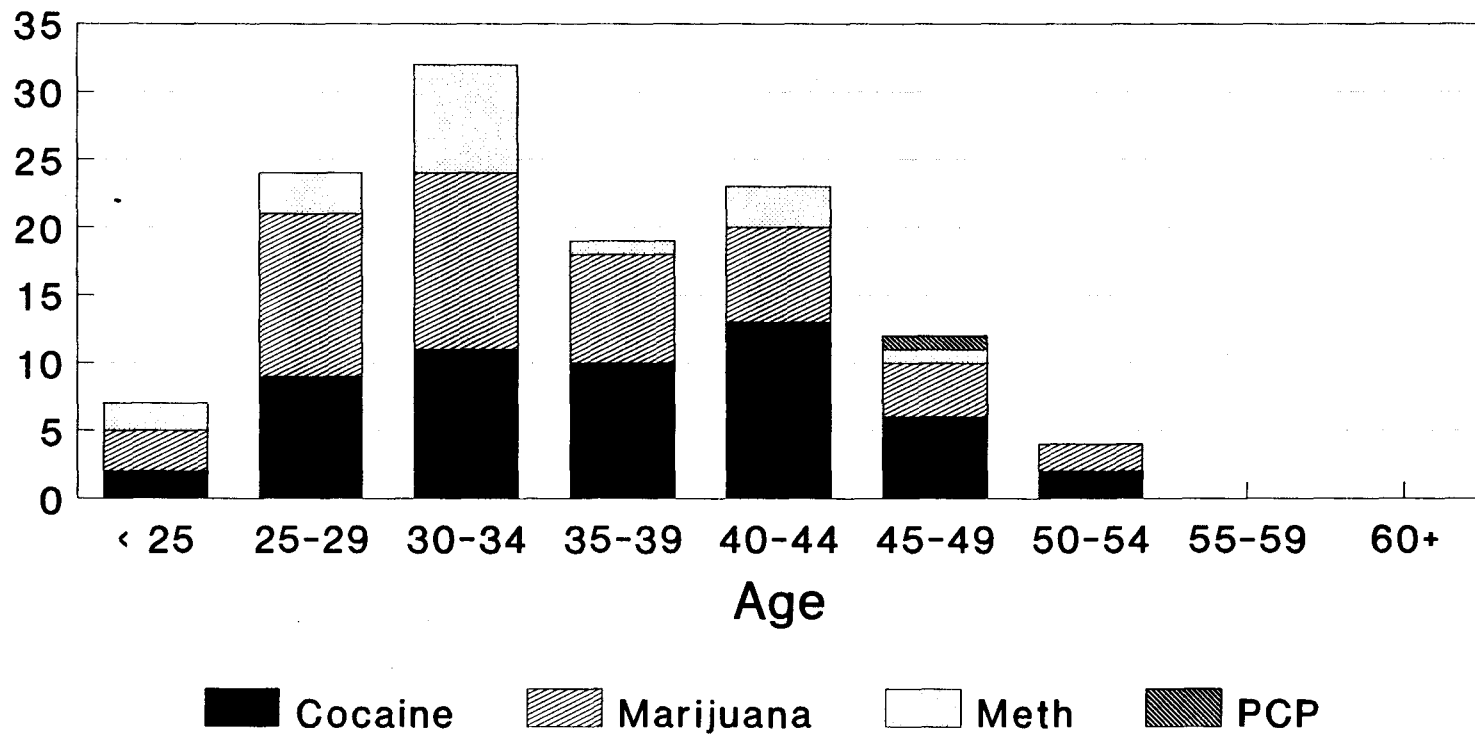
Not shown: Refusals, all DBU, 1 each in SV, GG and EB  
Some positive for more than one drug



# DRUG-FREE PIPELINE PROGRAM

## Positives by Age & Drug

### Through March 31, 1993

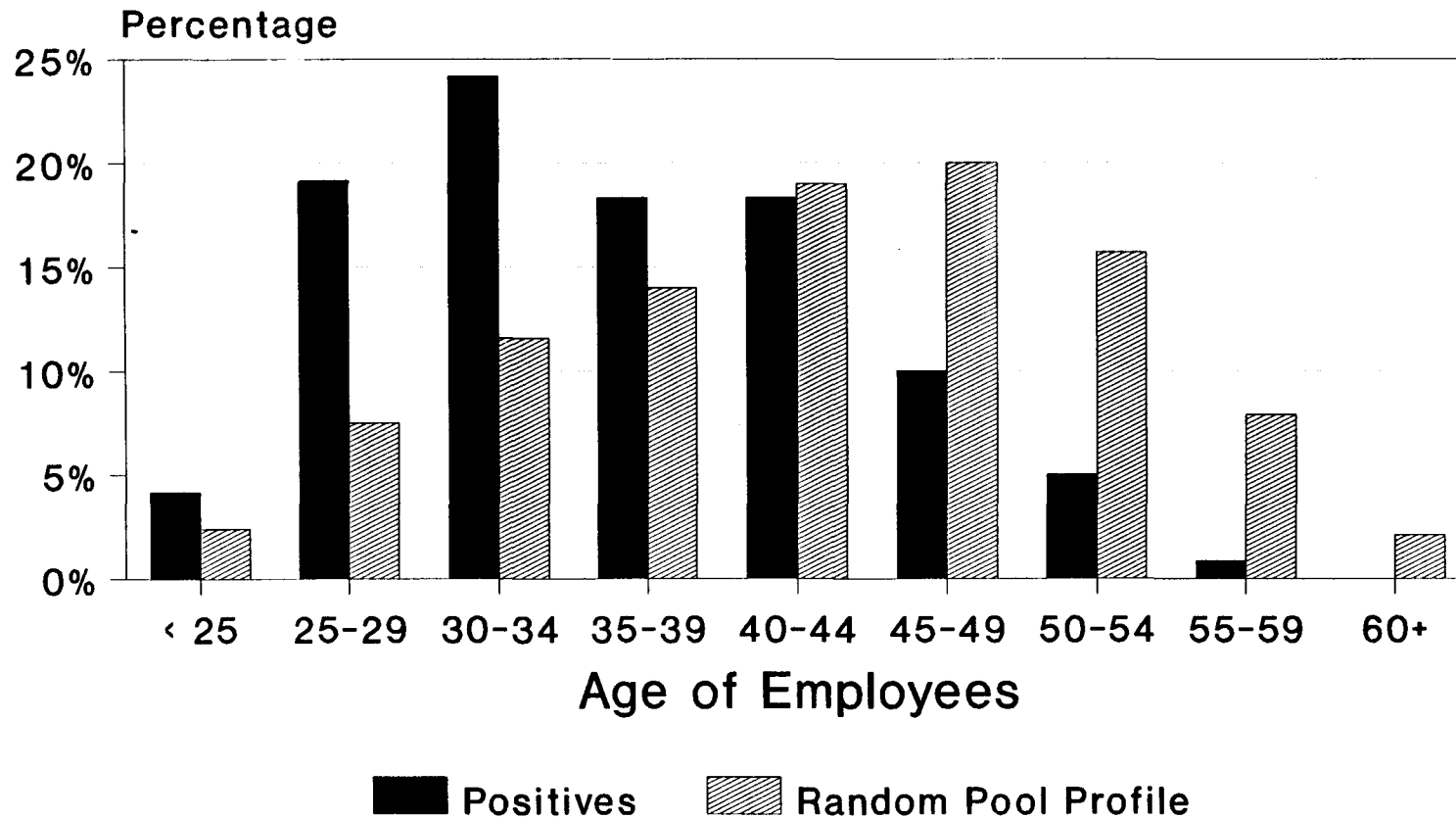


Age of refusals - 59,45 & 29(2nd Pos)

Some positive for more than 1 substance

# DRUG-FREE PIPELINE PROGRAM

Ages of Positives Vs. Pool  
Through March 31, 1993

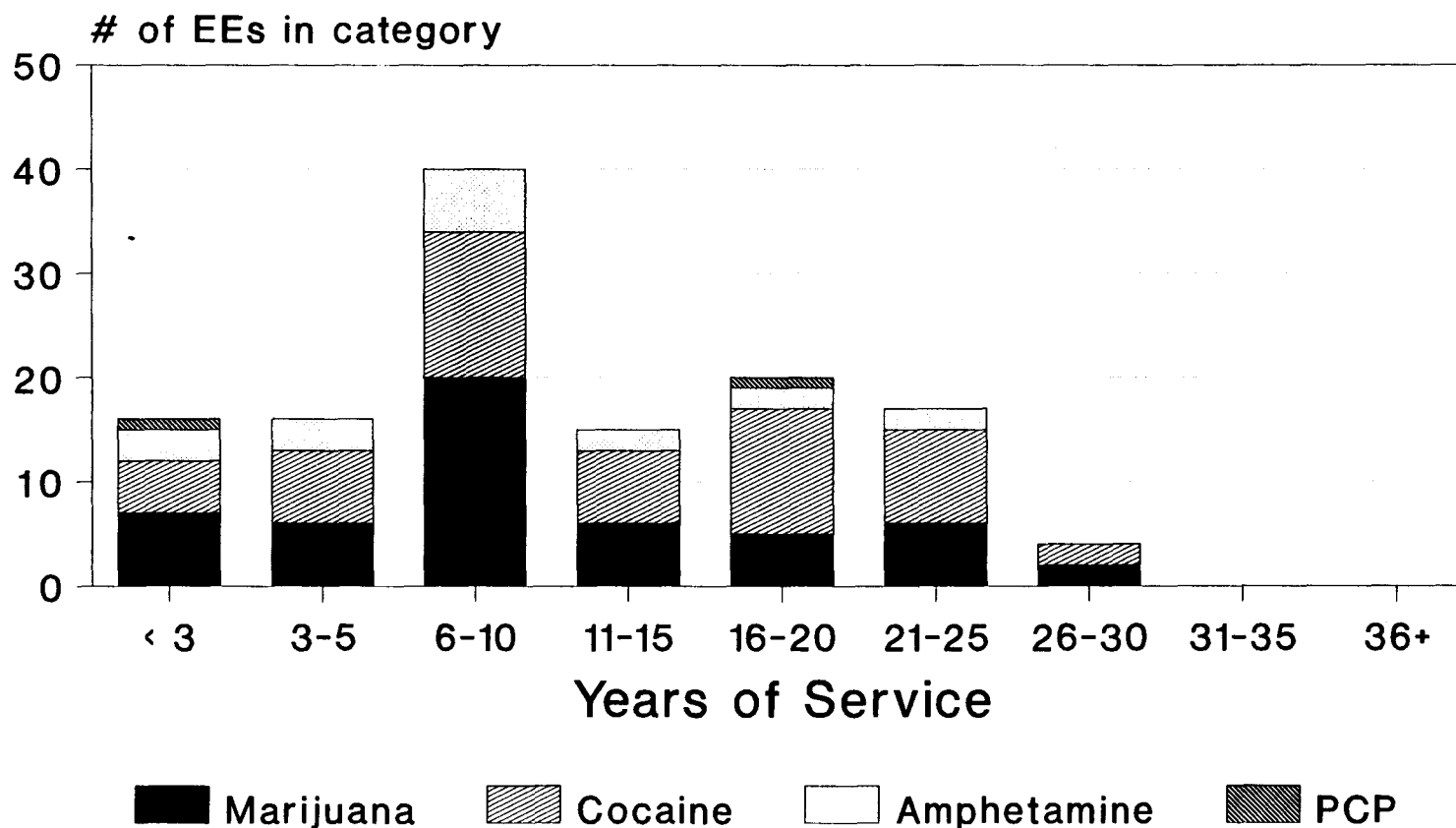


NOTES: Some tested positive for more than 1 substance  
Includes 8 transfers & 3 refusals (20, 23 and 30 yrs of svc)

# DRUG-FREE PIPELINE PROGRAM

Years of Service for Positives

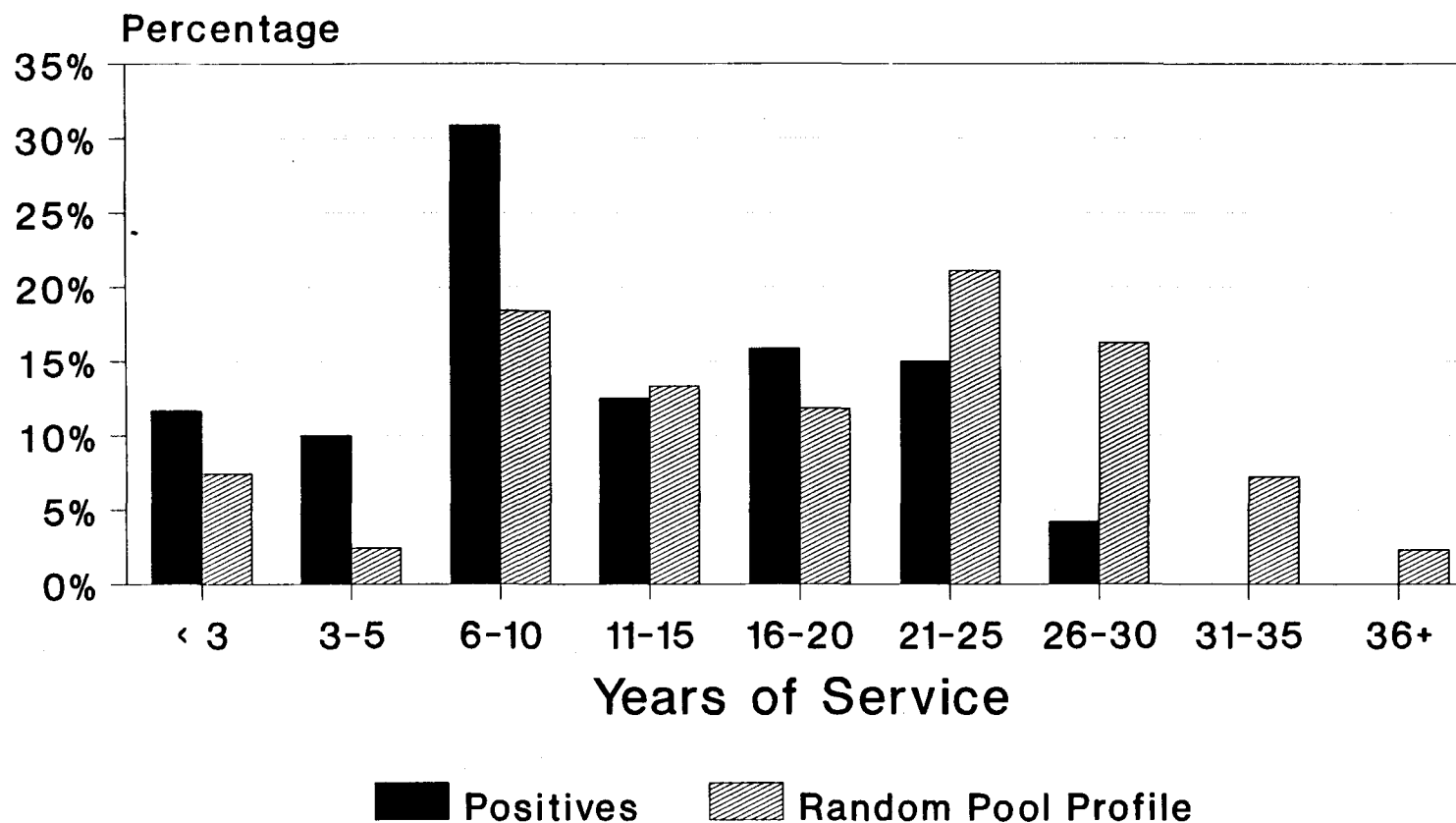
Through March 31, 1993



Some tested positive for more than 1 substance  
Three refusals with 20, 23 and 30 years of service  
Includes 8 transfer positions

# DRUG-FREE PIPELINE PROGRAM

Years of Service for Positives vs. Pool  
Through March 31, 1993

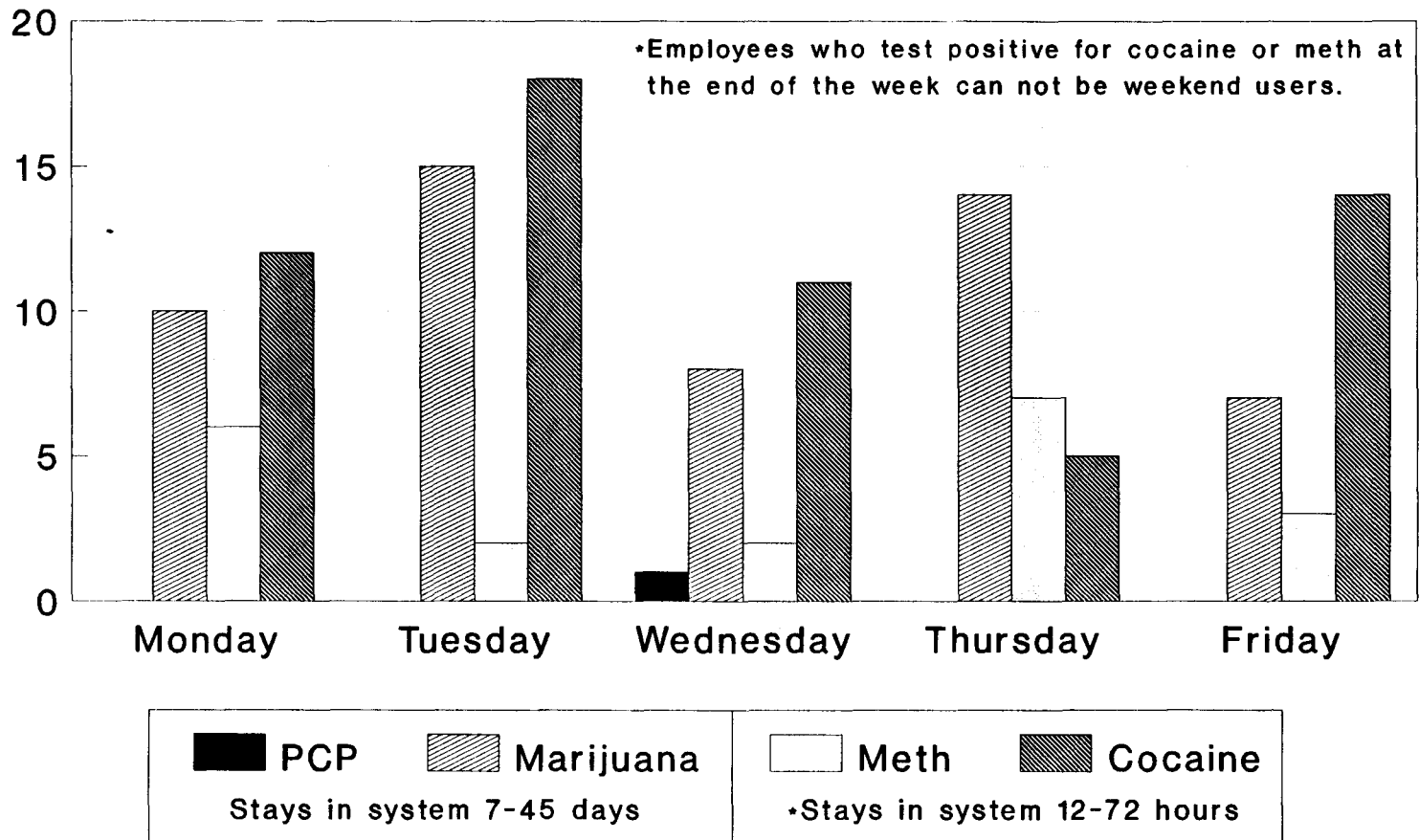


NOTES: Some tested positive for more than 1 substance  
Includes 8 transfers & 3 refusals (20, 23 and 30 yrs of svc)

# DRUG-FREE PIPELINE PROGRAM

## Positives by Day of Week Tested

### As of March 31, 1993



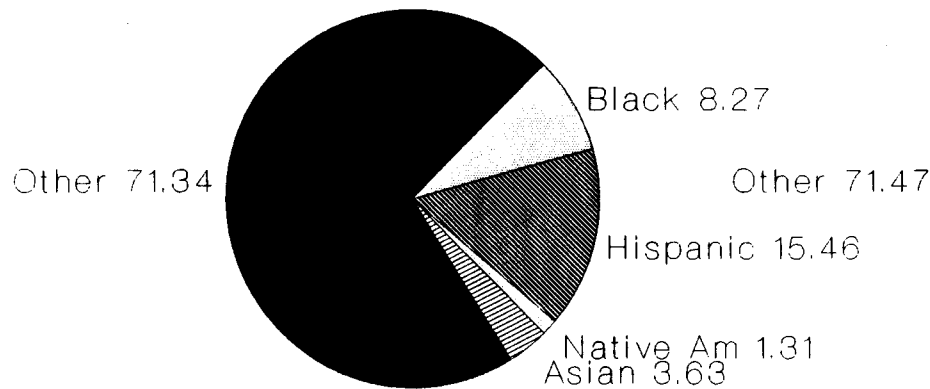
Includes "second positives"

# DRUG-FREE PIPELINE PROGRAM

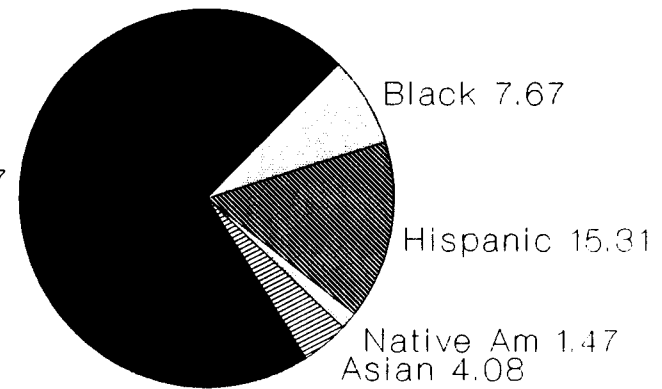
## Ethnic Breakdown of Random Selections

From Inception through March 1993

In Percent



Selected



Eligible

# DRUG-FREE PIPELINE PROGRAM

## Frequency of Multiple Selections under the Random Testing Program

