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COMPARING HAIR V. URINE TEST EFFECTIVENESS: TRUCKING ALLIANCE 2021 PRE-EMPLOYMENT DATA

The US Department of Transportation classifies truck driving as a safety-sensitive occupation. For this reason, federally regulated operators of commercial vehicles are required to pass a pre-employment drug test. Urine testing is the primary, federally accepted method. Trucking Alliance carriers supplement the DOT urinalysis by requiring drivers to also pass a hair drug test. Hair testing is reliable and accurate due to its longer look-back period to identify regular drug use.

This document examines the differences between hair and urine drug test results, using a sample of 172,632 pre-employment hair and urine drug screens that were administered in 2021. Data was independently provided by J.B. Hunt Transport, Knight-Swift Transportation, Schneider, Maverick USA, KLLM/FFE Transportation Services, US Xpress, and Cargo Transporters.



COMPARING HAIR AND URINE TEST RESULTS

Drug Testing Results	Hair	Urine	Difference
Number of Tests	84,611	88,021	--
Number of Positive Tests	4,362	403	3,959
Percentage Positive	5.16%	0.46%	11x
Number of Positive Tests that Contained:	Hair	Urine	Difference
Marijuana	1,994	319	1,679
Cocaine	1,480	38	1,442
Amphetamines/Methamphetamines	692	30	722
Opioids	549	22	527
MDMA (Ecstasy)	19	1	18
Phencyclidine (PCP)	6	1	5

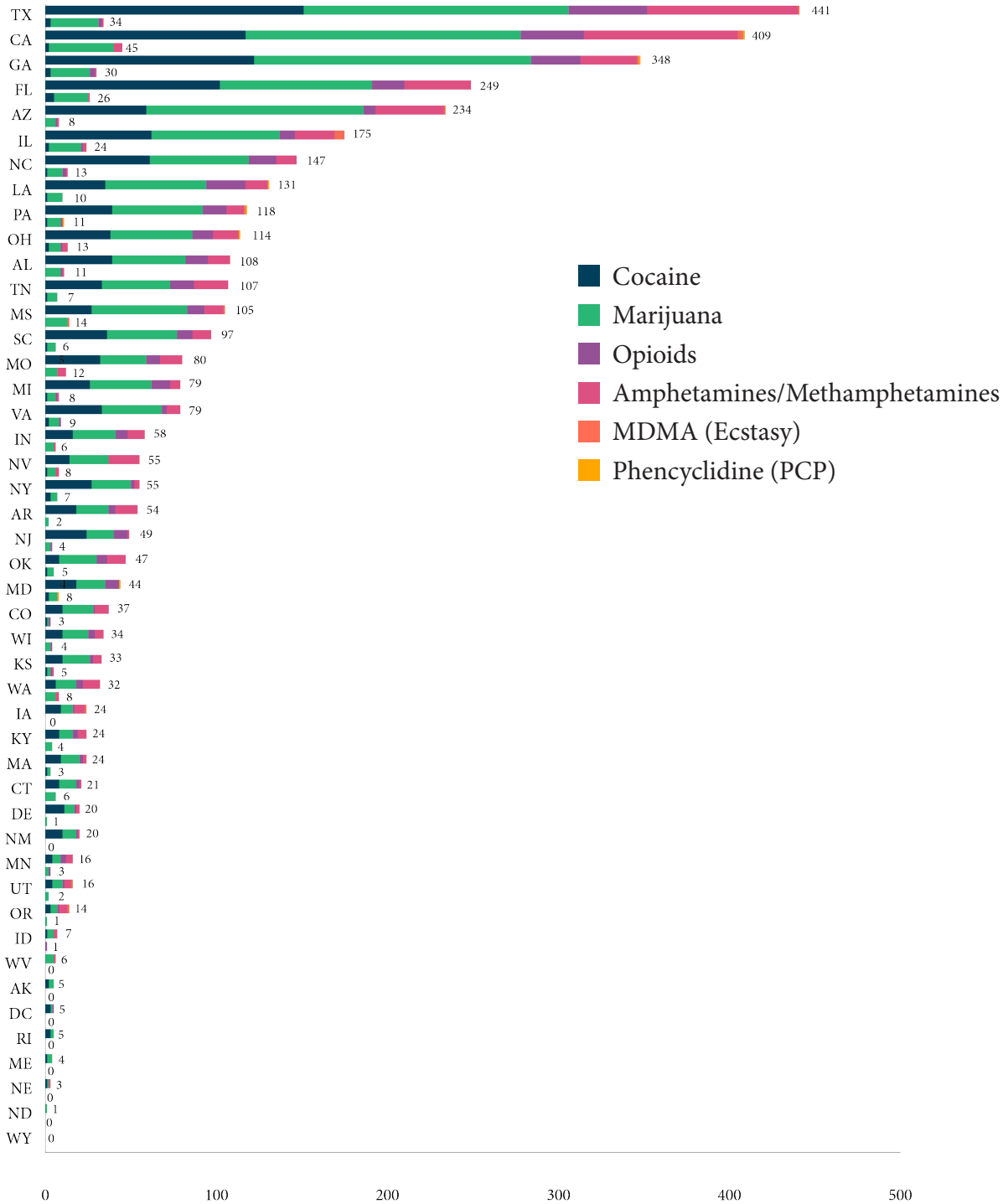
RED = Hair detected drug more frequently than urine

KEY FINDINGS FROM TEST RESULTS

- Four-thousand three-hundred sixty-two (4,362) applicants failed hair tests whereas four-hundred three (403) failed urine.
- If participating carriers did not use hair testing, they likely would have hired three-thousand four-hundred four (3,959) drivers that failed hair tests. It is likely these individuals are now driving for another carrier, given hair testing results cannot be submitted to the drug and alcohol clearinghouse.
- Hair testing delivered **11x (5.16%/0.46%) higher overall positivity rate**, more frequently detected every drug class, and better detected hard drugs such as cocaine, amphetamines/methamphetamines, and opioids.

HAIR TESTING IS A MORE EFFECTIVE METHOD TO DETECT THE REGULAR USE OF HARD DRUGS AND DRUG USERS THAN THE DOT URINALYSIS

COMPARING DRIVER CDL STATE WITH DRUG TEST RESULTS



- All 50 states+DC are represented in the sample
- Chart 1 shows that hair testing identifies drug use more effectively than the DOT urine test.
- Chart 2 shows hair testing is more effective to identify all drugs across all reporting states.