

## Case Study

AlertMeter® provided company owners a way to test for fitness-for-work while maintaining fairness for employees.

### The Challenge

A family-owned custom manufacturing company had been through the rollercoaster of global supply chain issues, market fluctuations, and expectations to meet excellent standards. While wages at the company were more than the industry average, they struggled to maintain a labor force interested in remaining in the industry sector as a career.

The company wanted a tight degree of vigilance on employees' operation of their safety-sensitive machinery. While they never had reason to suspect impairment, they found their zero-tolerance and random drug testing policies had begun to clash with changing laws in their state when the results of a random test led to the termination of one of their best employees.

The company's owners also knew it was only a matter of time before courts began to rule in favor of terminated employees who could challenge their employers' ability to prove that they were cognitively impaired at the time of the drug test.

In addition, with an extended shift schedule that had workers in the building well before dawn, the company needed to know that early-shift employees were awake and able to handle critical tasks.

According to studies, alertness testing was considered successful because it indicates:

- A person's condition at the time they are working, not at some point in the indeterminate past;
- Impairment from all sources, not only from illegal drugs.

Alertness testing is less invasive of employees' privacy because:

- It is not physically intrusive;
- It does not disclose personal or medical information to employers



# AlertMeter®

Predictive Safety worked with the company to implement a “pre-check” process using the AlertMeter® alertness test, allowing the company to achieve a balance of fairness and responsibility with their employees, maintaining that employees would be accountable for showing up to work both rested and clear-headed.

The small company used AlertMeter® to supplement the culture of caring they had established, and easily trained their employees to use the system. Today, the company’s orientation process for new hires includes training on AlertMeter®.

Now, almost two years have passed since the company implemented AlertMeter®, and the problem of attracting long-term workers in spite of a changing employment landscape has been improved. Employees have begun using the alertness test pre-check as a daily rite, proof to their colleagues that they are alert and safe to work alongside.

## The Solution



Stop reacting, start preventing. Find out more at:

[www.alertmeter.com](http://www.alertmeter.com)

**About AlertMeter:** AlertMeter® is a brief top-level alertness screen that can identify when employees may not be at their cognitive best because of impairment from fatigue, drugs, alcohol, or illness, *before* they can pose a risk. AlertMeter® can help companies overcome the limitations of outdated, reactive safety systems to help ensure their workforces are fit for work every day, perform optimally, and can return safely home to their families. Learn more about preventative safety and performance solutions at [www.predictivesafety.com](http://www.predictivesafety.com).