

ANDREW EASLER, ESQ.

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EDUCATION

Florida A & M University College of Law
Juris Doctorate **2020**
 Publication: "From Urine to Saliva Drug Testing: Tipping the Scales in Favor of Employee Privacy"
 Honors: Magna Cum Laude, Dean's List

University of Central Florida
Bachelor of Science in English Language Arts Education **2014**
 Conference Presentation: "Blurring Borders: Integrating Outside Subjects, CCSS, and Themes into Your Lesson Plan"
 Honors: Florida Reading Association Conference Co-Presenter and HAPPY Hour Showcase Presenter, Dean's List

Lake-Sumter State College
Associate of Arts **2010**

AWARDS

Honorary Student Membership, George C. Young American Inn of Court **Sep. 2020 – Present**
 Arcadier, Biggie & Wood PLLC Civil Discourse Scholarship **Nov. 2019**
 Type 7 Air Force Reserve Officer Training Corps Scholarship **May 2006**

TRAINING & CONSULTING EXPERIENCE

Easler Education, Inc. D/B/A DrugTestingCourses.com **Sep. 2014 – Present**
Instructor, Subject Matter Expert, Instructional Designer – Various Courses

<p>Alabama Drug & Alcohol Workplace Testing Laws Alaska Drug & Alcohol Workplace Testing Laws Arizona Workplace Drug & Alcohol Testing Laws Arkansas Drug & Alcohol Workplace Testing Laws Bloodborne Pathogen Training For Collectors Bloodborne, Airborne & Droplet Pathogen Training Bloodborne, Airborne & Droplet Pathogen Train-The-Trainer California Drug & Alcohol Workplace Testing Laws Colorado Drug & Alcohol Workplace Testing Laws Connecticut Drug & Alcohol Workplace Testing Laws COVID-19 Collection Site Representative Course Delaware Workplace Drug & Alcohol Testing Laws DER Training Course For FAA DER Training Course For FMCSA DER Training Course For FRA DER Training Course For FTA DER Training For PHMSA DER Training For USCG DNA Specimen Collector Training DOT Alcohol Screening Test Technician (STT) Training DOT BAT Train-The-Trainer Course DOT Breath Alcohol Technician Refresher Training DOT Breath Alcohol Technician Training - All Models DOT Error Correction Training For Urine Specimen Collectors DOT HHS Oral Fluid Specimen Collector Training DOT HHS Oral Fluid Specimen Train-The-Trainer DOT Reasonable Suspicion Training For Supervisors DOT Screening Test Technician Training (STT) For The Alco-Screen 02 DOT Urine Collector Mock Collections DOT Urine Specimen Collector Refresher Training</p>	<p>DOT Urine Specimen Collector Train-The-Trainer Drug Testing Start-Up Training & Coaching Bundle Drug-Free Workplace Training For Employees Employer Guidance For The Drug-Free Workplace Florida Workplace Drug & Alcohol Testing Laws FMCSA Clearinghouse Training For Employers FRA Reasonable Suspicion And Post-Accident Toxicological Testing Training Georgia Drug & Alcohol Workplace Testing Laws Hair Specimen Collector Refresher Training Hair Specimen Collector Training Hair Specimen Collector Train-The-Trainer Hawaii Drug & Alcohol Workplace Testing Laws Idaho Drug & Alcohol Workplace Testing Laws Illinois Drug & Alcohol Workplace Testing Laws Indiana Workplace Drug & Alcohol Testing Laws Iowa Drug & Alcohol Workplace Testing Laws Kansas Drug & Alcohol Workplace Testing Laws Kentucky Drug & Alcohol Workplace Testing Laws Louisiana Drug & Alcohol Workplace Testing Laws Maine Drug & Alcohol Workplace Testing Laws Maryland Drug Testing Laws Massachusetts Drug & Alcohol Workplace Testing Laws Michigan Workplace Drug & Alcohol Testing Laws Minnesota Drug & Alcohol Workplace Testing Laws Mississippi Drug & Alcohol Workplace Testing Laws Missouri Workplace Drug & Alcohol Testing Laws Montana Drug & Alcohol Workplace Testing Laws Nebraska Workplace Drug & Alcohol Testing Laws Nevada Workplace Drug & Alcohol Testing Laws New Hampshire Drug & Alcohol Workplace Testing Laws</p>
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<p>DOT Urine Specimen Collector Training New Jersey Drug & Alcohol Workplace Testing Laws New Mexico Drug & Alcohol Workplace Testing Laws New York Drug & Alcohol Workplace Testing Laws Non-DOT General DER Training Non-DOT Oral Fluid Specimen Train-The-Trainer Non-DOT Reasonable Suspicion Training Non-DOT Saliva/Oral Fluid Specimen Collector Training Non-DOT Urine Specimen Collector Training Non-DOT Urine Specimen Collector Train-The-Trainer North Carolina Drug & Alcohol Workplace Testing Laws North Dakota Drug & Alcohol Workplace Testing Laws Ohio Workplace Drug & Alcohol Testing Laws Oklahoma Drug & Alcohol Workplace Testing Laws Oregon Drug & Alcohol Workplace Testing Laws Pathogen Train-The-Trainer</p>	<p>Pennsylvania Drug & Alcohol Workplace Testing Laws Puerto Rico Drug & Alcohol Workplace Testing Laws Rhode Island Drug & Alcohol Workplace Testing Laws South Carolina Drug & Alcohol Workplace Testing Laws South Dakota Drug & Alcohol Workplace Testing Laws Tennessee Drug & Alcohol Workplace Testing Laws Texas Drug & Alcohol Workplace Testing Laws Utah Drug & Alcohol Workplace Testing Laws Vermont Drug & Alcohol Workplace Testing Laws Virginia Drug & Alcohol Workplace Testing Laws Washington Dc Drug & Alcohol Workplace Testing Laws Washington Workplace Drug & Alcohol Testing Laws West Virginia Drug & Alcohol Workplace Testing Laws Wisconsin Drug & Alcohol Workplace Testing Laws Wyoming Drug & Alcohol Workplace Testing Laws</p>
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Researches, develops, publishes, and oversees over nearly 100 successful online and in-person training courses related drug and alcohol use, abuse, awareness, and testing reaching approximately 10,000 individuals and organizations internationally. Works as an expert witness in the area of drug and alcohol testing policy and compliance in federal court.

Florida Virtual School

Instructor – English Language Arts

Jan. 2015 – Aug. 2015

Taught English Language Arts III online to students across Florida including one-on-one instruction and interactive lessons. Implemented new technology solutions to automate data workflows and improve efficiency.

RELATED EXPERIENCE

Binary Biometrics D/B/A Binary Health Services

Founder

Sep. 2013 – Jul. 2019

Oversaw profitable drug and alcohol testing, biometrics, background check, and regulatory compliance company with ten offices serving domestic and international clientele. Implemented an effective in-house training program to prepare and qualify employees for drug and alcohol testing services. Developed a comprehensive regulatory compliance guidebook addressing healthcare licensing which led to the implementation of a state-by-state licensing assistance service.

Brevard County Attorney’s Office

Law Clerk

May 2020 – Dec. 2020

Researched and drafted legal memoranda on various topics related to local government operations including in the areas of state and federal Constitutional Law, Labor and Employment Law, and Drug & Alcohol Testing Policies.

PUBLICATIONS AND PAPERS

A GUIDE TO USCG DRUG & ALCOHOL TESTING REGULATIONS: Required Regulations and Pro Tips From Acclaimed Trainer Andrew Easler
 Amazon KDP **2019, 2020, 2021**

A GUIDE TO FEDERAL REGULATIONS ON DRUG & ALCOHOL TESTING: Required Regulations and Pro Tips From Acclaimed Trainer Andrew Easler
 Amazon KDP **2019, 2020, 2021**

A GUIDE TO FMCSA DRUG & ALCOHOL TESTING REGULATIONS: Required Regulations and Pro Tips From Acclaimed Trainer Andrew Easler
 Amazon KDP **2019, 2020, 2021**

LANGUAGES

English– native language
 Spanish and German– speak, read, and write with basic competency

MEMBERSHIPS

George C. Young American Inn of Court, Pupil Member

American Bar Association, Member

Recent Media

Conversations With Cayuga Drug & Alcohol Testing: Episode 1	February 2, 2021
DOT’s Clearinghouse faces a key test as fleets will likely flood the system in the coming weeks	November 11, 2020
Clock’s ticking for independents to run their required self-check in Drug Clearinghouse	November 2, 2020
With driver drug testing facilities struggling to stay afloat, DOT considers enforcement leniency	July 8, 2020
Excellence in Drug Testing Courses	February 4, 2019

Recent Article Publications

<i>A Model for Change from the Inside: the Elizabeth Dole Story</i>	March 6, 2021
<i>Time for Employers to Panic? US House Passes Marijuana Decriminalization</i>	December 4, 2020
<i>What just happened? An Employer’s Guide to Drug-Related 2020 Voter Initiatives</i>	November 6, 2020
<i>How Does a DOT BAT Safely Conduct Alcohol Screening and Confirmation During COVID?</i>	November 5, 2020
<i>Validating Uniform Direct Observation Drug Testing Procedures in Lunsford</i>	October 25, 2020
<i>Can Employers Drug Test On-Site?</i>	October 10, 2020
<i>Can an Employer Make an Employee pay for a Drug Test?</i>	October 3, 2020
<i>Drug Testing Employees In-House: Taking Back the Reins</i>	September 12, 2020
<i>Recreational Marijuana and Decriminalization Confuses Pre-Employment Drug Screening</i>	September 7, 2020
<i>Workers’ Compensation Claims: Mary Jane Causes Disruption in the Legal System</i>	August 31, 2020
<i>DOT Guidance on Revised Federal Drug Testing Custody and Control Form</i>	August 31, 2020
<i>From Urine to Saliva Drug Testing: Tipping the Scales in Favor of Employee Privacy</i>	August 30, 2020
<i>Striking a Balance: New York City Updates Pre-employment THC Testing Prohibition</i>	August 22, 2020
<i>Understanding Federal and State Standards on Reasonable Suspicion</i>	August 22, 2020
<i>Exposing the Fireman’s Pole: The Constitutionality of Firefighter Direct Observation Random Drug Tests in Wilcher</i>	August 22, 2020
<i>What Employers Need to Know About the Federal Motor Carrier Safety Administration (FMCSA) Drug and Alcohol Testing Discretionary Enforcement Order</i>	July 10, 2020
<i>FMCSA Extends COVID-19 Measures for Three Months</i>	June 27, 2020
<i>Cutting Through Reasonable Suspicion Overreaches Like Yeutter</i>	June 21, 2020
<i>Complying with OSHA Regulations in Drug Testing: Clarifying the Risk of Post-Accident Testing Programs</i>	June 21, 2020

<i>Testing the Waters of Constitutional Privacy: When an Employer Requires a Drug Test on the Day of an Employment Offer</i>	June 21, 2020
<i>Carving out Privacy Protections in Reasonable Suspicion Drug Testing in Casados</i>	June 12, 2020
<i>Learning from Failure: What Edgerton can Teach Employers and their Service Agents About Inadequate Drug Testing Training</i>	June 1, 2020
<i>In-House Workplace Drug Testing Training Program Helps Employers Reduce Hiring Costs and Risk Post-COVID-19</i>	May 26, 2020
<i>Saved by the Settlement: How a Union Settlement Trumped an Unconstitutional Return-to-Work Drug Testing Program</i>	May 14, 2020
<i>Holding Back Claims of Insufficient Reasonable Suspicion Under Collective Bargaining</i>	May 10, 2020
<i>Stueart v. Arkansas State Police Commission: Revealing the True Cost of Inadequate Drug Testing Training</i>	April 11, 2020
<i>AFGE v. Martin: Setting the Bounds of Reasonable Suspicion Testing for Suspected Off-Duty Conduct</i>	April 10, 2020
<i>The Clash of the Titans: Reasonable Suspicion Drug Test Disputes Face Off Against an Employer’s Good Faith in Kelly v. Boeing</i>	April 3, 2020
<i>Knox County: Evaluating the Constitutionality of Suspicionless and Reasonable Suspicion Testing Programs</i>	March 24, 2020
<i>Reasonable Suspicion Drug Testing After Workplace Accidents in Florida</i>	March 17, 2020
<i>DOT Reasonable Suspicion Testing Violation and Constitutional Infringement Claims in Collective Bargaining</i>	March 16, 2020
<i>Failure to Observe: Resolving Unobserved Follow Up Plan DOT Urine Collections</i>	March 7, 2020
<i>Can an Employer Discharge a DOT-regulated Employee Solely Based on a Positive Drug Test Result?</i>	February 3, 2020
<i>Good Faith Belief: What All Employers Should Know About Illinois Recreational Marijuana Laws</i>	February 7, 2020
<i>How Can a Reasonable Suspicion Determination Lacking Sufficient Reasonable Suspicion Still Be Valid?</i>	February 3, 2020
<i>How Many Trained Supervisors Does it Take to Order a DOT Reasonable Suspicion Drug Test?</i>	January 27, 2020
<i>Williams v. UPS, a Folly of Preemption in Reasonable Suspicion Testing</i>	January 21, 2020
<i>Lessons on Reasonable Suspicion from Burnley and Skinner</i>	January 11, 2020
<i>Establishing Reasonable Suspicion: Are Anonymous Tips Enough?</i>	December 29, 2019
<i>Are Toilet “Hats” Mandatory for DOT Urine Specimen Collections?</i>	August 26, 2019
<i>Like Nailing Jell-O to a Wall: Why Workplace Marijuana Policy is so Difficult to Nail Down</i>	July 31, 2019
<i>Un-Reasonable Suspicion: A Cautionary Tale for Program Administrators</i>	July 28, 2019
<i>Can an Employee be Fired or Refused Employment for Using CBD in the United States?</i>	July 16, 2019
<i>The Belligerent Donor and the Unassuming Direct Observer</i>	July 5, 2019
<i>Will Medical Marijuana Discoveries Affect Safety in the Workplace?</i>	July 16, 2018
<i>Should Tribal Organizations Conduct Reasonable Suspicion Training for Supervisors?</i>	June 15, 2018
<i>Why Do My Supervisors Need Reasonable Suspicion Training?</i>	May 22, 2018

<i>Employer Drug Testing Rights & Restrictions</i>	April 26, 2018
<i>Oral Fluid Collection: Can It Be Adulterated?</i>	June 14, 2017
<i>ASD v. EBT: How To Choose the Right Alcohol Testing Device</i>	June 13, 2017

Published on DrugTestingCourses.com