

Workplace Substance Abuse Prevention



Information provided by the Maine Office of Substance Abuse

Participants will...

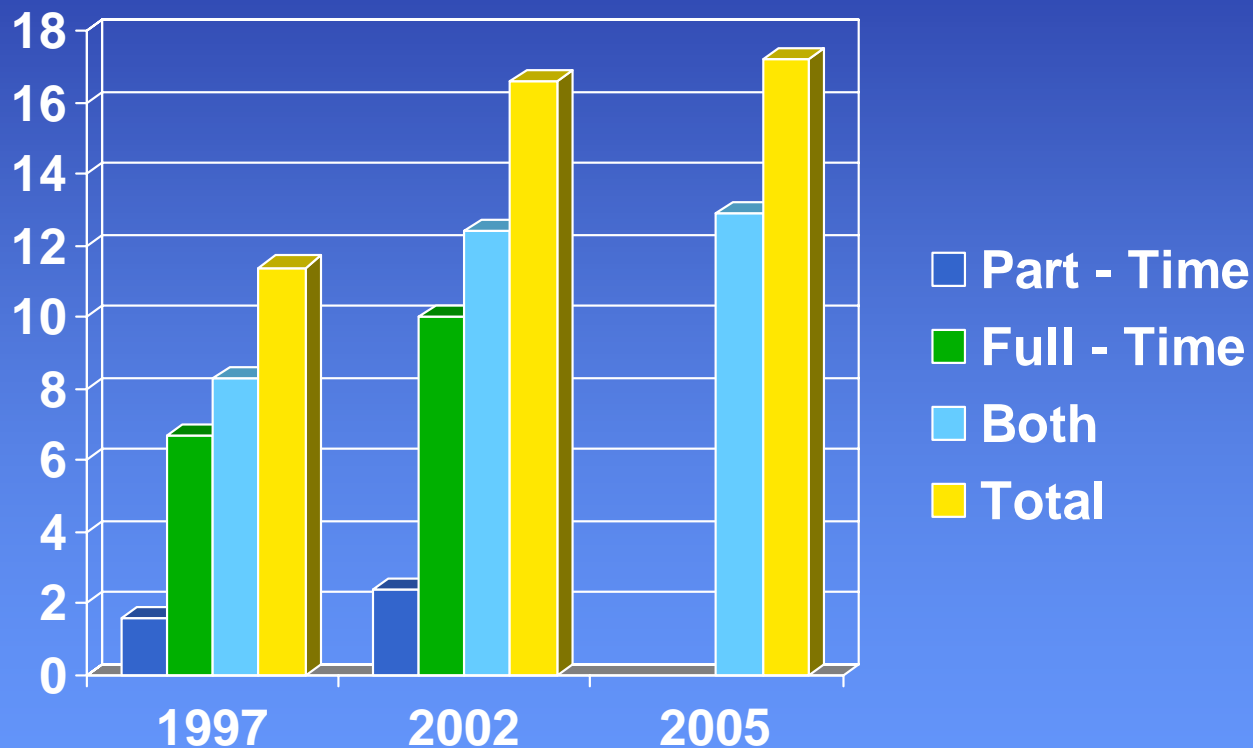
- Know two ways that Substance Abuse impacts the workplace
- Know at least two strategies of a comprehensive Drug Free Workplace Program
- Know at least one Local, State, and National Resource

Success in business is never automatic. It isn't strictly based on luck - although a little never hurts. It depends primarily on the owner's foresight and organization. Even then, of course, there are no guarantees.

U.S. Small Business Administration

How Prevalent is Substance Abuse in our Workforce?

Nationally, from 1997 to 2005, the percentage of all illicit drug users aged 18 or older, who were employed either full or part-time (8.3 million adults) rose from 73% to 75% (12.9 million).



Alcohol Use of US Workforce

- **Workplace alcohol use and impairment directly affects an estimated 15% of the U.S. workforce¹**
- **In the past year, 7.1% of the workforce have drunk alcohol at least once during the workday and 1.8% of the workforce have consumed alcohol at least once before coming to work.¹**
- **An estimated 9.23% workers work with a hangover.²**

1 Research Institute on Addictions University at Buffalo, 2006

2 Frone, Journal of Studies on Alcohol, 67(1), pp. 147-156, 2006

2004 Maine General Population Drug and Alcohol Survey

Past Month Use

- Alcohol Use 56.6%
- Binge Drinking 20.0%
- Marijuana Use 4.0%

Past Year Use

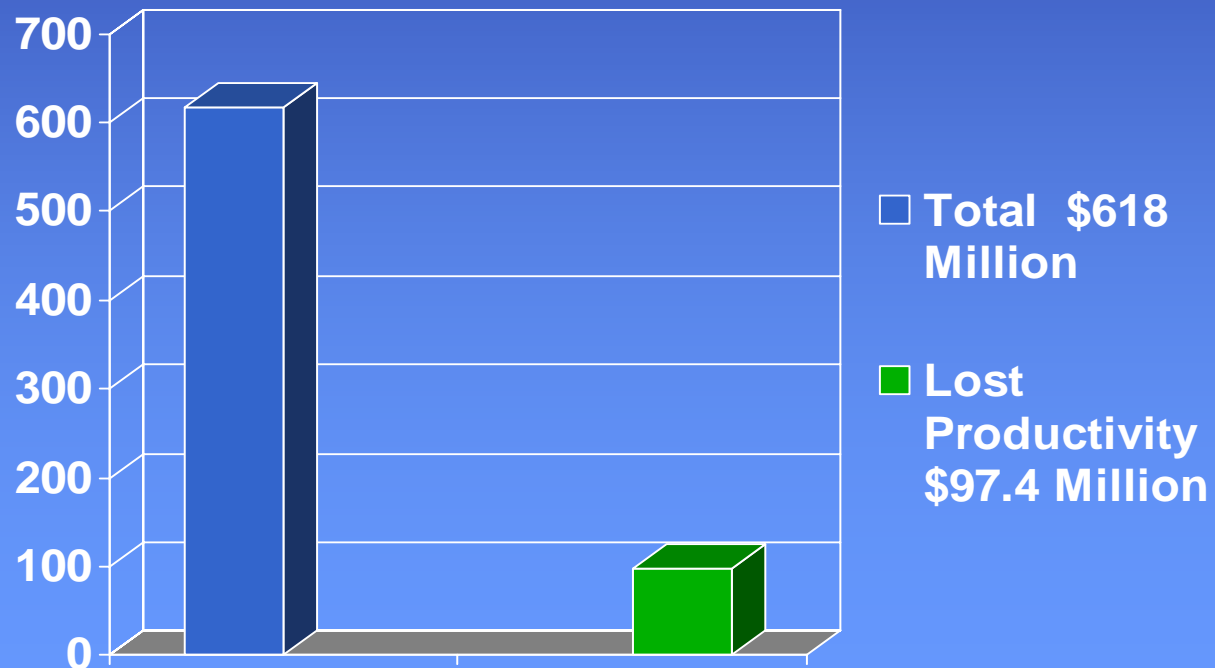
- Alcohol Use 71.7%
- Binge Drinking 36.6%
- Marijuana Use 6.6%

- The highest prevalence rates of respondents feeling the effects or after-effects of alcohol while at work in the past 12 months, occurred in the 21 to 24 year old group (13.8%) and the 18 to 20 year old group (10.8%).



What is the Cost of Substance Abuse to Maine?

- In 2000, the total estimated annual cost of substance abuse in Maine: \$618 million; \$484 for every man, woman, and child in Maine.
- Total costs related to lost productivity: \$97.4 million, representing 16% of the total cost of substance abuse in Maine.



Impacting Maine businesses where it hurts...



...the bottom line.

On average 1 of 10 employees of Maine construction company will have an alcohol problem and could annually cost¹:

• Work days lost to sickness, injury & absence because of problem drinking:	3 Days	\$306
• Alcohol-related health care costs:		\$3,188
• Emergency Department and Hospital Costs:		\$669
	If unaddressed total costs¹:	<u>\$4163</u>
Average cost of replacing an employee (USDOL):		\$7000
National Safety Council estimate average cost of a lost-time injury:		\$33,000
	Potential Total Cost:	<u>\$44,163</u>

1. GWU Ensuring Solutions Alcohol Cost Calculator www.alcoholcostcalculator.org

- **40% of industrial fatalities and 47% of industrial injuries can be linked to alcohol consumption and alcoholism.**
- **Workers who reported using illicit drugs**
 - 2 x as likely to have had 3 or more employers / year
 - 2 or more illness/injury related days out of work.
- **Workers with past month illicit drug use**
 - 2.5 x more likely to have skipped 2 or more work days in the past month, compared to those who did not use.

Workplace Prevention Strategies to Address Substance Abuse



Drug Free Workplace Program

A comprehensive drug-free workplace program includes:

- a clear **written Policy**
- **Employee Education**
- **Supervisor Training**
- an **Employee Assistance Program**
- and **Drug Testing.**



DFWP Policy

- **Foundation of a Drug Free Workplace Program**
- **Tailored to the Needs of the Workplace**
- **Clearly States –**
 - **Why the program is being put in place**
 - **Description of prohibited behaviors**
 - **Explanation of Consequences for violating policy**

Workers from companies that lack such policies were twice as likely to say they used illicit drugs in the past month and were more than twice as likely to say they used alcohol heavily – National Household Survey on Drug Abuse.

Employee Education

- **Review of DFWP Policy**
- **Training on nature of substance abuse, its impact on job performance, safety, and personal health**
- **Information on types of help available**
- **Suggested not limiting it to a single session, but delivered through a variety of ways**

Studies indicate that employees who participate in workplace wellness education programs that included alcohol related health risk, gave up or reduced high risk drinking to safe levels.

Supervisor Training

- **Review of companies DFWP Policy**
- **Specific Supervisor duties to implement it**
- **Ways to recognize and work with employees whose job performance problems may be drug or alcohol-related**
- **How not to enable, it is not their role to diagnose drug issues or counsel employees**

Employee training that includes messages about reducing substance use dovetailed with other organizational issues, as team building or stress management, have made employees more likely to seek help for substance abuse.

Employee Assistance

- **Determine what level of assistance to employees can be offered**
- **Referral to community resources**
- **Fee for Service EAP – Contract with Local Provider**
- **Employers Consortium to Provide EAP**
- **Onsite or Offsite EAP services**

Employee Assistance can reduce the health costs associated with substance abuse by encouraging treatment. Research concludes that EAPs produce far more in savings than they require in costs.

Alcohol and Drug Testing

- **Deciding whether and how to test:**
 - **Who will be tested?**
 - **When will tests be conducted?**
 - **Which drugs will be tested for?**
 - **How will tests be conducted?**
- **Will need to check with local, state, and federal laws, and suggest consulting with an attorney before setting up a program**

Companies that incorporate a comprehensive Drug Free Workplace Program that includes drug testing show 50% lower positive drug test rates and 75% fewer self-admitted current drug users, compared to companies without comprehensive programs.

How does Maine's Workforce feel about employee drug or alcohol testing?

When asked “would you want to work for an employer that tests its employees for drug or alcohol usage on a random basis”:

- 33.4% would be “more likely”
- 52.6% that it “would make no difference”

2004 Maine General Population Drug and Alcohol Use Survey

Maine Requirements

Maine DOL requirements of employers who wish to conduct drug testing of employees (non-CDL):

- **Maine DOL BLS approved Drug Testing Policy**
- **Maine Licensed EAP services**
- **Use Maine DHHS Licensed Drug Testing Labs**

www.maine.gov/labor/labor_laws/wagehour.htm



What Can Every Employer Do?

At the very least, every employer can do these two things:

- 1. Work with employees to develop and implement a drug free workplace policy**
- 2. Include substance abuse prevention information in other workplace awareness and education programs**

**Low and No Cost Tools
and Resources
to Develop a Drug Free
Workplace**

Good Work! Resource KIT

Drug Free Work Place Section

- **The Bottom Line Impact**
 - How Does Substance Abuse Affect A Company's Bottom Line?
 - Creating a Drug Free Workplace
- **Creating a Policy**
- ***Employee Assistance Program***
 - *How does an EAP support a Drug Free Workplace Program?*
 - *FEE-FOR-SERVICE EAP – How Small Employers Can Afford an Employee Assistance Program*
- **Real Strategies used by Maine Employers**
 - *The Need and Development of a Drug Free Workplace Policy - Maine Veterinary Clinic Success Story*
 - *Creating a Drug Free Workplace Program - Mid-State Machine Products*
 - *Employees Benefit from a Community Assistance Program Bucksport Bay*
- **Resources**
 - Education & Training
 - Additional Resources

www.healthymainepartnerships.org/MCVHP/resource_good_work_manual.aspx

How Local Coalitions, Prevention and Treatment Providers Can Assist Employers and Employees

- Provide training and materials
- Fee for Service - EAP
- Referral for out-patient treatment
- Provide parent education programs
- Provide / support prevention programs for community

For list of Prevention and Treatment providers:

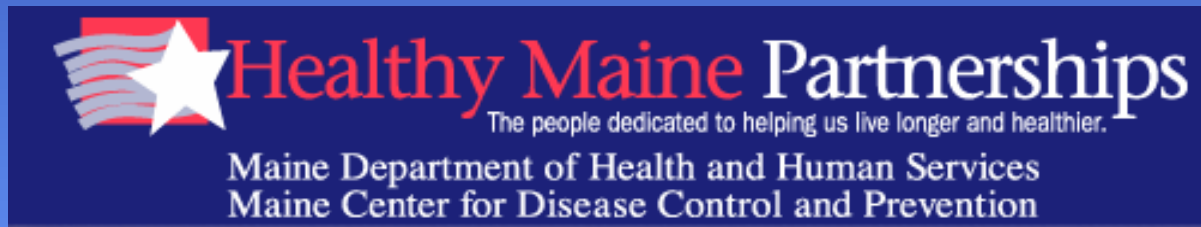
www.maineosa.org

Or call OSA IRC: 1-800-499-0027



Maine Resources

DOL BLS Wage and Hour Division
www.maine.gov/labor/bls/wagehour.htm



Good Work! Resource KIT
www.healthymainepartnerships.org



Office of Substance Abuse and the
Workplace Website
www.maineosa.org/prevention/workplace

Maine Parents - www.maineparents.net

Federal Resources

SAMHSA Division of Workplace Programs

<http://workplace.samhsa.gov>

SAMHSA Get Fit <http://getfit.samhsa.gov/>

GetFit.SAMHSA.GOV
Online Workplace Health Promotion • Intervention • Prevention

U.S. DOL Working Partners

www.dol.gov/workingpartners



The National Youth Anti-Drug
Media Campaign
Parents. The Antidrug
<http://theantidrug.com/atwork>



**Ensuring Solutions, George Washington
University Medical Center
www.ensuringsolutions.org**